

Vendor Rate Study  
Development of Rate Models  
Kern Regional Center

# **Rate Models**

Prepared for Department of Developmental Services

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

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**Personal Supports & Training Services**

Personal Assistance	1:1	\$33.99
	1:2	\$17.16
	1:3	\$11.53
Parent Coordinated Personal Assistance	1:1	\$22.06
	1:2	\$11.23
	1:3	\$7.48
Parent Coordinated Personal Assistance, OT Rate	1:1	\$25.87
	1:2	\$12.94
	1:3	\$8.62
Independent Living	1:1	\$42.52
	1:2	\$21.74
	1:3	\$14.71
Independent Living Specialist	1:1	\$31.87
	1:2	\$16.31
	1:3	\$11.04
Parent Coordinated Supported Living	1:1	\$22.49
	1:2	\$11.45
	1:3	\$7.63
Parent Coordinated Supported Living, OT Rate	1:1	\$26.46
	1:2	\$13.23
	1:3	\$8.82
Supported Living	1:1	\$37.24
	1:2	\$18.91
	1:3	\$12.71
Parenting Support Services	1:1	\$57.41
	1:2	\$29.18
	1:3	\$19.76
Respite, Agency	1:1	\$32.74
	1:2	\$16.51
	1:3	\$11.09
Participant-Directed Respite	1:1	\$22.06
	1:2	\$11.23
	1:3	\$7.48
Participant-Directed Respite, OT Rate	1:1	\$25.87
	1:2	\$12.94
	1:3	\$8.62
Respite, Employer of Record	1:1	\$25.20
	1:2	\$12.72
	1:3	\$8.55
Tutor Services	1:1	\$55.30
	1:2	\$28.29
	1:3	\$19.14
Housekeeping	1:1	\$31.44
	1:2	\$15.72
	1:3	\$10.48
Supplemental Prog. Supp. - Other Svcs		\$28.59

**Residential Services**

Adult Community Care Facility - Staff Operated; 3 or 4 Beds	Lvl 2	\$6,124.60
	Lvl 3	\$7,572.38
	Lvl 4	\$8,842.15
	Lvl 5	\$10,992.56
	Lvl 6	\$12,271.06

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Child Community Care Facility - Staff Operated; 3 or 4 Beds	Lvl 2	\$6,442.28
	Lvl 3	\$7,901.98
	Lvl 4	\$9,254.01
	Lvl 5	\$11,516.91
	Lvl 6	\$12,884.77
Adult Community Care Facility - Staff Operated; 5 or 6 Beds	Lvl 2	\$4,876.14
	Lvl 3	\$6,836.75
	Lvl 4	\$8,212.48
	Lvl 5	\$10,375.63
	Lvl 6	\$11,769.23
Child Community Care Facility - Staff Operated; 5 or 6 Beds	Lvl 2	\$5,111.38
	Lvl 3	\$7,142.60
	Lvl 4	\$8,600.78
	Lvl 5	\$10,886.94
	Lvl 6	\$12,370.07
Adult Community Care Facility - Owner Operated; 3 or 4 Beds	Lvl 2	\$5,552.11
	Lvl 3	\$6,090.47
	Lvl 4	\$7,360.23
	Lvl 5	\$8,863.06
	Lvl 6	\$10,141.57
Child Community Care Facility - Owner Operated; 3 or 4 Beds	Lvl 2	\$5,870.19
	Lvl 3	\$6,431.71
	Lvl 4	\$7,772.49
	Lvl 5	\$9,400.02
	Lvl 6	\$10,755.27
Adult Community Care Facility - Owner Operated; 5 or 6 Beds	Lvl 2	\$4,462.76
	Lvl 3	\$5,766.22
	Lvl 4	\$7,141.95
	Lvl 5	\$8,834.80
	Lvl 6	\$10,228.40
Child Community Care Facility - Owner Operated; 5 or 6 Beds	Lvl 2	\$4,698.26
	Lvl 3	\$6,060.72
	Lvl 4	\$7,518.64
	Lvl 5	\$9,333.45
	Lvl 6	\$10,816.58
ARFPSHN		
EBSH - Facility Cost		
EBSH - Resident Cost		
CCH - Facility Cost		
CCH - Resident Cost		
Supported Living, Community		
Family Home Agency	Lvl 1	\$3,498.02
	Lvl 2	\$4,418.40
	Lvl 3	\$5,246.53
	Lvl 4	\$6,288.36
	Lvl 5	\$7,382.87
	Lvl 6	\$9,400.51
Supplemental Residential Prog. Supp.		\$28.32

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**Day & Employment Services**

	1:10	\$5.34
	1:9	\$5.82
	1:8	\$6.41
Community-Based Day Programs, Center/Facility	1:7	\$7.16
	1:6	\$8.18
	1:5	\$9.60
	1:4	\$11.74
	1:3	\$15.27
	1:2	\$22.38
Community-Based Day Programs, Community	1:4	\$13.90
	1:3	\$18.26
	1:2	\$26.85
Community-Based Day, Community Only	1:4	\$13.13
	1:3	\$17.49
	1:2	\$26.08
Behavior Management, Center/Facility	1:3	\$29.18
	1:2	\$37.85
Medical Management, Center/Facility	1:3	\$31.58
	1:2	\$40.90
Behavior Mgmt, Community	1:3	\$32.17
	1:2	\$42.33
Medical Mgmt, Community	1:3	\$35.19
	1:2	\$46.32
In-Home Day Program	1:3	\$15.44
	1:2	\$22.99
	1:1	\$41.28
Participant-Directed Community- Based Training	1:3	\$7.75
	1:2	\$11.53
	1:1	\$23.05
Participant-Directed Community- Based Training, OT Rate	1:3	\$8.89
	1:2	\$13.34
	1:1	\$26.67
Supplemental Day Program Support		\$28.79
Transportation, Company		\$18.93
Transportation, Company, Non-Ambulatory		\$21.81
Transportation, Additional Component		\$16.88
Transportation, Additional Component, Non- Ambulatory		\$18.33
Transportation Assistant		\$30.78
Transportation Coordination		\$3.21
Transportation Coordination, Non-Ambulatory		\$3.55
Supported Employment-Group	1:8	\$7.39
	1:7	\$8.44
	1:6	\$9.78
	1:5	\$11.67
	1:4	\$14.51
	1:3	\$19.22
	1:2	\$28.81
Supp Emp, Job Development		\$64.32
Supp Emp, Job Coaching		\$52.34



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Work Activity Program	1:35+	\$2.51
	1:30-34	\$2.64
	1:25-29	\$2.89
	1:20-24	\$3.25
	1:15-19	\$3.81
	1:10-14	\$4.86
	1:9	\$6.03
	1:8	\$6.64
	1:7	\$7.39
	1:6	\$8.43
	1:5	\$9.85
	1:4	\$12.01

**Behavior & Professional Services**

Specialized Therapeutic Services, Professional	1:1	\$141.60
	1:2	\$74.38
	1:3	\$50.64
Specialized Therapeutic Services, Asssistant	1:1	\$105.01
	1:2	\$55.07
	1:3	\$38.04
Specialized Therapeutic Services, Professional, Clinic	1:1	\$112.35
	1:2	\$58.50
	1:3	\$39.53
Specialized Therapeutic Services, Assistant, Clinic	1:1	\$84.34
	1:2	\$43.78
	1:3	\$30.22
Adaptive Skills Training, Licensed Professional	1:1	\$141.60
	1:2	\$74.38
	1:3	\$50.64
Adaptive Skills Training, Specialist	1:1	\$104.39
	1:2	\$54.49
	1:3	\$37.81
Behavior Analyst	1:1	\$143.43
	1:2	\$75.33
	1:3	\$51.29
Associate Behavior Analyst	1:1	\$72.83
	1:2	\$38.02
	1:3	\$26.38
Behavior Management Assistant	1:1	\$72.83
	1:2	\$38.02
	1:3	\$26.38
Behavior Technician - Paraprofessional	1:1	\$69.55
	1:2	\$36.43
	1:3	\$25.16
Behavior Management Consultant	1:1	\$87.09
	1:2	\$45.74
	1:3	\$31.14
Infant Development Program - Early Intervention Specialist, Home- and Community-Based	1:1	\$106.01
	1:2	\$55.67
	1:3	\$38.68
Infant Development Program - Early Intervention Assistant, Home- and Community-Based	1:1	\$73.17
	1:2	\$38.17
	1:3	\$26.47
Infant Development Program, PT/OT/SLP, Home- and Community- Based	1:1	\$150.35
	1:2	\$79.15
	1:3	\$53.84

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Infant Development Program,	1:1	\$123.33
PT/OT/SLP Assistant, Home- and	1:2	\$64.96
Community-Based	1:3	\$44.37
Infant Development Program,	1:1	\$163.02
Audiologist, Home- and Community-	1:2	\$85.82
Based	1:3	\$58.37
Infant Development Program, Family	1:1	\$80.57
Therapist, Home- and Community-	1:2	\$42.42
Based	1:3	\$28.85
Infant Development Program, Nurse,	1:1	\$165.75
Home- and Community-Based	1:2	\$87.26
	1:3	\$59.35
Infant Development Program,	1:1	\$121.18
Dietician, Home- and Community-	1:2	\$63.80
Based	1:3	\$43.39
Infant Development Program, Social	1:1	\$108.64
Worker, Home- and Community-	1:2	\$57.20
Based	1:3	\$38.90
Infant Development Program,	1:1	\$152.28
Psychologist, Home- and Community-	1:2	\$80.17
Based	1:3	\$54.53
Infant Development Program - Early	1:1	\$77.60
Intervention Specialist,	1:2	\$40.68
Center/Facility Based	1:3	\$28.22
Infant Development Program - Early	1:1	\$55.68
Intervention Assistant,	1:2	\$29.16
Center/Facility Based	1:3	\$20.18
Infant Development Program,	1:1	\$115.60
PT/OT/SLP, Center/Facility Based	1:2	\$60.72
	1:3	\$41.42
Infant Development Program,	1:1	\$93.97
PT/OT/SLP Assistant, Center/Facility	1:2	\$49.45
Based	1:3	\$33.79
Infant Development Program,	1:1	\$125.80
Audiologist, Center/Facility Based	1:2	\$66.05
	1:3	\$45.04
Infant Development Program, Family	1:1	\$59.49
Therapist, Center/Facility Based	1:2	\$31.37
	1:3	\$21.48
Infant Development Program, Nurse,	1:1	\$127.99
Center/Facility Based	1:2	\$67.20
	1:3	\$45.82
Infant Development Program,	1:1	\$92.15
Dietician, Center/Facility Based	1:2	\$48.45
	1:3	\$33.09
Infant Development Program, Social	1:1	\$82.06
Worker, Center/Facility Based	1:2	\$43.17
	1:3	\$29.50
Infant Development Program,	1:1	\$117.16
Psychologist, Center/Facility Based	1:2	\$61.53
	1:3	\$41.97

Vendor Rate Study  
Development of Rate Models  
Kern Regional Center

# **Personal Supports and Training Services**

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**Personal Assistance**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.78	\$19.87	\$20.78	\$19.87	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	0.58	0.73	0.58	0.73	
	- Recordkeeping and Reporting	0.58	0.58	0.97	0.97	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	28.83	28.68	28.44	28.29	
	Productivity Factor	1.20	1.21	1.22	1.22	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$24.94</b>	<b>\$24.04</b>	<b>\$25.35</b>	<b>\$24.24</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	60	75	60	75	
	- Number of Miles Adjusted for Mix of FT and PT Staff	52	65	52	65	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$30.42	\$38.03	\$30.42	\$38.03	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.06</b>	<b>\$1.33</b>	<b>\$1.07</b>	<b>\$1.34</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	\$31.53	\$30.11	
	Weekly Supervision Cost	\$1,261.20	\$1,204.40	\$1,261.20	\$1,204.40	
	- Number of Direct Care Staff Supervised	15	15	15	15	
<b>Supervision Cost per Billable Hour</b>	<b>\$2.92</b>	<b>\$2.80</b>	<b>\$2.96</b>	<b>\$2.84</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$28.92	\$28.17	\$29.38	\$28.42	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.73</b>	<b>\$1.74</b>	<b>\$1.76</b>	<b>\$1.77</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$4.18</b>	<b>\$4.08</b>	<b>\$4.25</b>	<b>\$4.12</b>		
Cost per Billable Hour	\$34.83	\$33.99	\$35.39	\$34.31		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$34.83</b>	<b>\$33.99</b>	<b>\$17.70</b>	<b>\$17.16</b>		

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**Personal Assistance**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.78	\$19.87	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	0.58	0.73	
	- Recordkeeping and Reporting	1.16	1.15	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.25	28.11	
	Productivity Factor	1.22	1.23	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$25.35</b>	<b>\$24.44</b>
Mileage	- Number of Miles Traveled per 40-Hour Week	60	75	
	- Number of Miles Adjusted for Mix of FT and PT Staff	52	65	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$30.42	\$38.03	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.08</b>	<b>\$1.35</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	
	Weekly Supervision Cost	\$1,261.20	\$1,204.40	
	- Number of Direct Care Staff Supervised	15	15	
<b>Supervision Cost per Billable Hour</b>		<b>\$2.98</b>	<b>\$2.86</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.41	\$28.65	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.77</b>	<b>\$1.78</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$4.25</b>	<b>\$4.15</b>	
Cost per Billable Hour		\$35.43	\$34.58	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$11.81</b>	<b>\$11.53</b>	

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**Parent Coordinated Personal Assistance**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.78	\$19.87	\$20.78	\$19.87	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Recordkeeping and Reporting	0.39	0.39	0.69	0.69	
	- Training	0.12	0.12	0.12	0.12	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	31.05	31.05	30.75	30.75	
	Productivity Factor	1.11	1.11	1.13	1.13	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$23.07</b>	<b>\$22.06</b>	<b>\$23.48</b>	<b>\$22.45</b>	
	Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$23.07	\$22.06	\$23.48	\$22.45
- Daily Program Operations Costs		\$0.00	\$0.00	\$0.00	\$0.00	
<b>Program Operations Cost per Billable Hour</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
- Administration Percent		0.0%	0.0%	0.0%	0.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>		
Cost per Billable Hour	\$23.07	\$22.06	\$23.48	\$22.45		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$23.07</b>	<b>\$22.06</b>	<b>\$11.74</b>	<b>\$11.23</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Parent Coordinated Personal Assistance**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.78	\$19.87	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	0.88	0.88	
	- Training	0.12	0.12	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	30.56	30.56	
	Productivity Factor	1.13	1.13	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$23.48</b>	<b>\$22.45</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$23.48	\$22.45	
	- Daily Program Operations Costs	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	0.0%	0.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>		
Cost per Billable Hour	\$23.48	\$22.45		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$7.83</b>	<b>\$7.48</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Parent Coordinated Personal Assistance - Overtime**

		1:1		1:2	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Hour	Hour	Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$24.21	\$23.00	\$24.21	\$23.00
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.23	\$25.87	\$27.23	\$25.87
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$27.23	\$25.87	\$27.23	\$25.87
	- Daily Program Operations Costs	\$0.00	\$0.00	\$0.00	\$0.00
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
	- Administration Percent	0.0%	0.0%	0.0%	0.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
Cost per Billable Hour		\$27.23	\$25.87	\$27.23	\$25.87
- Number of Individuals Served		1	1	2	2
<b>Rate per Billable Hour</b>		<b>\$27.23</b>	<b>\$25.87</b>	<b>\$13.62</b>	<b>\$12.94</b>



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Parent Coordinated Personal Assistance - Overtime**

		1:3	
		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$24.21	\$23.00
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.23	\$25.87
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$27.23	\$25.87
	- Daily Program Operations Costs	\$0.00	\$0.00
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>
	- Administration Percent	0.0%	0.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>
Cost per Billable Hour		\$27.23	\$25.87
- Number of Individuals Served		3	3
<b>Rate per Billable Hour</b>		<b>\$9.08</b>	<b>\$8.62</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Independent Living**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.60	\$20.65	\$21.60	\$20.65	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	2.32	2.90	2.32	2.90	
	- Recordkeeping and Reporting	0.97	0.95	1.54	1.51	
	- Supervision and Other Employer Time	0.90	0.88	0.90	0.88	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	26.70	26.16	26.13	25.60	
	Productivity Factor	1.30	1.32	1.32	1.35	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$28.08</b>	<b>\$27.26</b>	<b>\$28.51</b>	<b>\$27.88</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188	150	188	
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163	130	163	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$76.05	\$95.36	\$76.05	\$95.36	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.85</b>	<b>\$3.65</b>	<b>\$2.91</b>	<b>\$3.73</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	\$31.53	\$30.11	
	Weekly Supervision Cost	\$1,261.20	\$1,204.40	\$1,261.20	\$1,204.40	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$4.72</b>	<b>\$4.60</b>	<b>\$4.83</b>	<b>\$4.70</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$35.65	\$35.51	\$36.25	\$36.31	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.87</b>	<b>\$1.91</b>	<b>\$1.91</b>	<b>\$1.95</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$5.12</b>	<b>\$5.10</b>	<b>\$5.20</b>	<b>\$5.22</b>	
Cost per Billable Hour		\$42.64	\$42.52	\$43.36	\$43.48	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$42.64</b>	<b>\$42.52</b>	<b>\$21.68</b>	<b>\$21.74</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Independent Living**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.60	\$20.65	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	2.32	2.90	
	- Recordkeeping and Reporting	1.94	1.90	
	- Supervision and Other Employer Time	0.90	0.88	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	25.73	25.21	
	Productivity Factor	1.34	1.37	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$28.94</b>	<b>\$28.29</b>
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188	
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$76.05	\$95.36	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.96</b>	<b>\$3.78</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	
	Weekly Supervision Cost	\$1,261.20	\$1,204.40	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$4.90</b>	<b>\$4.78</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$36.80	\$36.85	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.94</b>	<b>\$1.98</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$5.28</b>	<b>\$5.30</b>	
Cost per Billable Hour		\$44.02	\$44.13	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$14.67</b>	<b>\$14.71</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Independent Living Specialist**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.60	\$20.65	\$21.60	\$20.65	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	2.32	2.90	2.32	2.90	
	- Recordkeeping and Reporting	0.97	0.95	1.54	1.51	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	27.60	27.04	27.03	26.48	
	Productivity Factor	1.25	1.28	1.28	1.31	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$27.00</b>	<b>\$26.43</b>	<b>\$27.65</b>	<b>\$27.05</b>	
	Mileage	- Number of Miles Traveled per 40-Hour Week	150	188	150	188
- Number of Miles Adjusted for Mix of FT and PT Staff		130	163	130	163	
- Amount per Mile		\$0.585	\$0.585	\$0.585	\$0.585	
Weekly Mileage Cost		\$76.05	\$95.36	\$76.05	\$95.36	
<b>Mileage Cost per Billable Hour</b>		<b>\$2.76</b>	<b>\$3.53</b>	<b>\$2.81</b>	<b>\$3.60</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.76	\$29.96	\$30.46	\$30.65	
	- Daily Program Operations Costs	\$0.00	\$0.00	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	6.0%	6.0%	6.0%	6.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$1.90</b>	<b>\$1.91</b>	<b>\$1.94</b>	<b>\$1.96</b>		
Cost per Billable Hour		\$31.66	\$31.87	\$32.40	\$32.61	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$31.66</b>	<b>\$31.87</b>	<b>\$16.20</b>	<b>\$16.31</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Independent Living Specialist**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.60	\$20.65	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	2.32	2.90	
	- Recordkeeping and Reporting	1.94	1.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	26.63	26.09	
	Productivity Factor	1.30	1.33	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$28.08</b>	<b>\$27.46</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188	
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$76.05	\$95.36	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.86</b>	<b>\$3.66</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.94	\$31.12	
	- Daily Program Operations Costs	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	6.0%	6.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$1.97</b>	<b>\$1.99</b>		
Cost per Billable Hour	\$32.91	\$33.11		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$10.97</b>	<b>\$11.04</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Parent Coordinated Supported Living**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.18	\$20.26	\$21.18	\$20.26	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Recordkeeping and Reporting	0.39	0.39	0.69	0.69	
	- Training	0.12	0.12	0.12	0.12	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	31.05	31.05	30.75	30.75	
	Productivity Factor	1.11	1.11	1.13	1.13	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$23.51</b>	<b>\$22.49</b>	<b>\$23.93</b>	<b>\$22.89</b>
	Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$23.51	\$22.49	\$23.93	\$22.89
- Daily Program Operations Costs		\$0.00	\$0.00	\$0.00	\$0.00	
<b>Program Operations Cost per Billable Hour</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
- Administration Percent		0.0%	0.0%	0.0%	0.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Cost per Billable Hour		\$23.51	\$22.49	\$23.93	\$22.89	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$23.51</b>	<b>\$22.49</b>	<b>\$11.97</b>	<b>\$11.45</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Parent Coordinated Supported Living**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
<b>Direct Care Staff Wages and Benefits</b>	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.18	\$20.26	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	0.88	0.88	
	- Training	0.12	0.12	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	30.56	30.56	
	Productivity Factor	1.13	1.13	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$23.93</b>	<b>\$22.89</b>
<b>Admin. and Prog. Operations</b>	Cost per Hour, Before Program Operations and Administration	\$23.93	\$22.89	
	- Daily Program Operations Costs	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	0.0%	0.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$0.00</b>	<b>\$0.00</b>	
Cost per Billable Hour		\$23.93	\$22.89	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$7.98</b>	<b>\$7.63</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Parent Coordinated Personal Assistance - Overtime**

		1:1		1:2	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Hour	Hour	Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$24.75	\$23.52	\$24.75	\$23.52
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.84	\$26.46	\$27.84	\$26.46
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$27.84	\$26.46	\$27.84	\$26.46
	- Daily Program Operations Costs	\$0.00	\$0.00	\$0.00	\$0.00
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
	- Administration Percent	0.0%	0.0%	0.0%	0.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
Cost per Billable Hour		\$27.84	\$26.46	\$27.84	\$26.46
- Number of Individuals Served		1	1	2	2
<b>Rate per Billable Hour</b>		<b>\$27.84</b>	<b>\$26.46</b>	<b>\$13.92</b>	<b>\$13.23</b>



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Parent Coordinated Personal Assistance - Overtime**

		1:3	
		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$24.75	\$23.52
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.84	\$26.46
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$27.84	\$26.46
	- Daily Program Operations Costs	\$0.00	\$0.00
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>
	- Administration Percent	0.0%	0.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>
Cost per Billable Hour		\$27.84	\$26.46
- Number of Individuals Served		3	3
<b>Rate per Billable Hour</b>		<b>\$9.28</b>	<b>\$8.82</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Supported Living**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.18	\$20.26	\$21.18	\$20.26	
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$24.75	\$23.52	
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.84	\$26.46	\$27.84	\$26.46	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.51	\$20.57	\$21.51	\$20.57	
	<i>Productivity Adjustments</i>					
	Total Hours	36.35	36.35	36.35	36.35	
	- Travel Time Between Individuals	0.58	0.73	0.58	0.73	
	- Recordkeeping and Reporting	0.58	0.58	0.97	0.97	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	30.58	30.43	30.19	30.04	
	Productivity Factor	1.19	1.19	1.20	1.21	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$25.60</b>	<b>\$24.48</b>	<b>\$25.81</b>	<b>\$24.89</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125	100	125	
	- Number of Miles Adjusted for Mix of FT and PT Staff	86	107	86	107	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$50.31	\$62.60	\$50.31	\$62.60	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.65</b>	<b>\$2.06</b>	<b>\$1.67</b>	<b>\$2.08</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	\$31.53	\$30.11	
	- Supervisor Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97	\$37.86	\$35.97	
	- Supervisor Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Supervisor Overtime Cost (wages + benefits)	\$42.58	\$40.46	\$42.58	\$40.46	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%	
	Weighted Average Hourly Supervisor Cost	\$32.08	\$30.63	\$32.08	\$30.63	
Weekly Supervision Cost	\$1,346.36	\$1,285.32	\$1,346.36	\$1,285.32		
- Number of Direct Care Staff Supervised	10	10	10	10		
<b>Supervision Cost per Billable Hour</b>		<b>\$4.40</b>	<b>\$4.22</b>	<b>\$4.46</b>	<b>\$4.28</b>	
Staff Meal Costs	Cost of Food per Person per Year	\$3,240.00	\$3,240.00	\$3,240.00	\$3,240.00	
	- Meal Cost per Week (Annual ÷ 52)	\$62.31	\$62.31	\$62.31	\$62.31	
	- Cost per Meal (Week ÷ 21)	\$2.97	\$2.97	\$2.97	\$2.97	
	Billable Hours	30.58	30.43	30.19	30.04	
	- Number of Meals (one meal per 8-Hour shift)	3.82	3.80	3.77	3.76	
	- Cost of Meals	\$11.35	\$11.29	\$11.20	\$11.17	
	<b>Staff Meal Cost per Billable Hour</b>	<b>\$0.37</b>	<b>\$0.37</b>	<b>\$0.37</b>	<b>\$0.37</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Supported Living**

		1:1		1:2	
		Base Model	RC Model	Base Model	RC Model
Admin. and Prog. Operations	Unit of Service	Hour	Hour	Hour	Hour
	Cost per Hour, Before Program Operations and Administration	\$32.02	\$31.13	\$32.31	\$31.62
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.64</b>	<b>\$1.64</b>	<b>\$1.66</b>	<b>\$1.66</b>
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$4.59</b>	<b>\$4.47</b>	<b>\$4.63</b>	<b>\$4.54</b>
	Cost per Billable Hour	\$38.25	\$37.24	\$38.60	\$37.82
	- Number of Individuals Served	1	1	2	2
	<b>Rate per Billable Hour</b>	<b>\$38.25</b>	<b>\$37.24</b>	<b>\$19.30</b>	<b>\$18.91</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Supported Living**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.18	\$20.26	
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.84	\$26.46	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.51	\$20.57	
	<i>Productivity Adjustments</i>			
	Total Hours	36.35	36.35	
	- Travel Time Between Individuals	0.58	0.73	
	- Recordkeeping and Reporting	1.17	1.16	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	29.99	29.85	
	Productivity Factor	1.21	1.22	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$26.03</b>	<b>\$25.10</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125	
	- Number of Miles Adjusted for Mix of FT and PT Staff	86	107	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$50.31	\$62.60	
<b>Mileage Cost per Billable Hour</b>		<b>\$1.68</b>	<b>\$2.10</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	
	- Supervisor Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97	
	- Supervisor Benefit Rate (as a percent of wages)	7.65%	7.65%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Supervisor Overtime Cost (wages + benefits)	\$42.58	\$40.46	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	
	Weighted Average Hourly Supervisor Cost	\$32.08	\$30.63	
Weekly Supervision Cost	\$1,346.36	\$1,285.32		
- Number of Direct Care Staff Supervised	10	10		
<b>Supervision Cost per Billable Hour</b>		<b>\$4.49</b>	<b>\$4.31</b>	
Staff Meal Costs	Cost of Food per Person per Year	\$3,240.00	\$3,240.00	
	- Meal Cost per Week (Annual ÷ 52)	\$62.31	\$62.31	
	- Cost per Meal (Week ÷ 21)	\$2.97	\$2.97	
	Billable Hours	29.99	29.85	
	- Number of Meals (one meal per 8-Hour shift)	3.75	3.73	
	- Cost of Meals	\$11.14	\$11.08	
	<b>Staff Meal Cost per Billable Hour</b>		<b>\$0.37</b>	<b>\$0.37</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Supported Living**

		1:3	
		Base Model	RC Model
Unit of Service		Hour	Hour
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$32.57	\$31.88
	- Daily Program Operations Costs	\$10.00	\$10.00
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.67</b>	<b>\$1.68</b>
	- Administration Percent	12.0%	12.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$4.67</b>	<b>\$4.58</b>
	Cost per Billable Hour	\$38.91	\$38.14
	- Number of Individuals Served	3	3
	<b>Rate per Billable Hour</b>	<b>\$12.97</b>	<b>\$12.71</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Parenting Support Services**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$30.97	\$29.42	\$30.97	\$29.42	
	- Employee Benefit Rate (as a percent of wages)	16.12%	16.57%	16.12%	16.57%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.46	\$35.72	\$37.46	\$35.72	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	1.16	1.45	1.16	1.45	
	- Recordkeeping and Reporting	0.77	0.76	1.35	1.34	
	- Supervision and Other Employer Time	0.90	0.89	0.90	0.89	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	28.06	27.79	27.48	27.21	
	Productivity Factor	1.23	1.25	1.26	1.27	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$46.08</b>	<b>\$44.65</b>	<b>\$47.20</b>	<b>\$45.36</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125	100	125	
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108	87	108	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$50.90	\$63.18	\$50.90	\$63.18	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.81</b>	<b>\$2.27</b>	<b>\$1.85</b>	<b>\$2.32</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$47.89	\$46.92	\$49.05	\$47.68	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.56</b>	<b>\$3.60</b>	<b>\$3.64</b>	<b>\$3.68</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$7.02</b>	<b>\$6.89</b>	<b>\$7.19</b>	<b>\$7.00</b>		
Cost per Billable Hour	\$58.47	\$57.41	\$59.88	\$58.36		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$58.47</b>	<b>\$57.41</b>	<b>\$29.94</b>	<b>\$29.18</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Parenting Support Services**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$30.97	\$29.42	
	- Employee Benefit Rate (as a percent of wages)	16.12%	16.57%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.46	\$35.72	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	1.16	1.45	
	- Recordkeeping and Reporting	1.74	1.72	
	- Supervision and Other Employer Time	0.90	0.89	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	27.09	26.83	
	Productivity Factor	1.28	1.29	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$47.95</b>	<b>\$46.08</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125	
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$50.90	\$63.18	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.88</b>	<b>\$2.35</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$49.83	\$48.43	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.69</b>	<b>\$3.73</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$7.30</b>	<b>\$7.11</b>	
Cost per Billable Hour		\$60.82	\$59.27	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$20.27</b>	<b>\$19.76</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Respite, Agency**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.78	\$19.87	\$20.78	\$19.87	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	0.58	0.73	0.58	0.73	
	- Recordkeeping and Reporting	0.39	0.39	0.68	0.68	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	29.02	28.87	28.73	28.58	
	Productivity Factor	1.19	1.20	1.20	1.21	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$24.73</b>	<b>\$23.84</b>	<b>\$24.94</b>	<b>\$24.04</b>
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125	100	125	
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108	87	108	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$50.90	\$63.18	\$50.90	\$63.18	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.75</b>	<b>\$2.19</b>	<b>\$1.77</b>	<b>\$2.21</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	\$31.53	\$30.11	
	Weekly Supervision Cost	\$1,261.20	\$1,204.40	\$1,261.20	\$1,204.40	
	- Number of Direct Care Staff Supervised	15	15	15	15	
<b>Supervision Cost per Billable Hour</b>		<b>\$2.90</b>	<b>\$2.78</b>	<b>\$2.93</b>	<b>\$2.81</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.38	\$28.81	\$29.64	\$29.06	
	- Daily Program Operations Costs	\$0.00	\$0.00	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$4.01</b>	<b>\$3.93</b>	<b>\$4.04</b>	<b>\$3.96</b>	
Cost per Billable Hour		\$33.39	\$32.74	\$33.68	\$33.02	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$33.39</b>	<b>\$32.74</b>	<b>\$16.84</b>	<b>\$16.51</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Respite, Agency**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.78	\$19.87	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	0.58	0.73	
	- Recordkeeping and Reporting	0.86	0.86	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.55	28.40	
	Productivity Factor	1.21	1.22	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$25.14</b>	<b>\$24.24</b>
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125	
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$50.90	\$63.18	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.78</b>	<b>\$2.22</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	
	Weekly Supervision Cost	\$1,261.20	\$1,204.40	
	- Number of Direct Care Staff Supervised	15	15	
<b>Supervision Cost per Billable Hour</b>		<b>\$2.95</b>	<b>\$2.83</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.87	\$29.29	
	- Daily Program Operations Costs	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$4.07</b>	<b>\$3.99</b>	
Cost per Billable Hour		\$33.94	\$33.28	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$11.31</b>	<b>\$11.09</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Participant-Directed Respite**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.78	\$19.87	\$20.78	\$19.87	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Recordkeeping and Reporting	0.39	0.39	0.69	0.69	
	- Training	0.12	0.12	0.12	0.12	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	31.05	31.05	30.75	30.75	
	Productivity Factor	1.11	1.11	1.13	1.13	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$23.07</b>	<b>\$22.06</b>	<b>\$23.48</b>	<b>\$22.45</b>
	Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$23.07	\$22.06	\$23.48	\$22.45
- Daily Program Operations Costs		\$0.00	\$0.00	\$0.00	\$0.00	
<b>Program Operations Cost per Billable Hour</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
- Administration Percent		0.0%	0.0%	0.0%	0.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Cost per Billable Hour		\$23.07	\$22.06	\$23.48	\$22.45	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$23.07</b>	<b>\$22.06</b>	<b>\$11.74</b>	<b>\$11.23</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Participant-Directed Respite**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.78	\$19.87	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	0.88	0.88	
	- Training	0.12	0.12	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	30.56	30.56	
	Productivity Factor	1.13	1.13	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$23.48</b>	<b>\$22.45</b>	
	Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$23.48	\$22.45
- Daily Program Operations Costs		\$0.00	\$0.00	
<b>Program Operations Cost per Billable Hour</b>		<b>\$0.00</b>	<b>\$0.00</b>	
- Administration Percent		0.0%	0.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>		
Cost per Billable Hour	\$23.48	\$22.45		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$7.83</b>	<b>\$7.48</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Participant-Directed Respite - Overtime**

		1:1		1:2	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Hour	Hour	Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$24.21	\$23.00	\$24.21	\$23.00
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.23	\$25.87	\$27.23	\$25.87
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$27.23	\$25.87	\$27.23	\$25.87
	- Daily Program Operations Costs	\$0.00	\$0.00	\$0.00	\$0.00
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
	- Administration Percent	0.0%	0.0%	0.0%	0.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
Cost per Billable Hour		\$27.23	\$25.87	\$27.23	\$25.87
- Number of Individuals Served		1	1	2	2
<b>Rate per Billable Hour</b>		<b>\$27.23</b>	<b>\$25.87</b>	<b>\$13.62</b>	<b>\$12.94</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Participant-Directed Respite - Overtime**

		1:3	
		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$24.21	\$23.00
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.23	\$25.87
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$27.23	\$25.87
	- Daily Program Operations Costs	\$0.00	\$0.00
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>
	- Administration Percent	0.0%	0.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>
Cost per Billable Hour		\$27.23	\$25.87
- Number of Individuals Served		3	3
<b>Rate per Billable Hour</b>		<b>\$9.08</b>	<b>\$8.62</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Respite, Employer of Record**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.78	\$19.87	\$20.78	\$19.87	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Recordkeeping and Reporting	0.39	0.39	0.69	0.69	
	- Supervision and Other Employer Time	0.46	0.46	0.46	0.46	
	- Training	0.12	0.12	0.12	0.12	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	30.59	30.59	30.29	30.29	
	Productivity Factor	1.13	1.13	1.14	1.14	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$23.48</b>	<b>\$22.45</b>	<b>\$23.69</b>	<b>\$22.65</b>	
	Mileage	- Number of Miles Traveled per 40-Hour Week	60	75	60	75
- Number of Miles Adjusted for Mix of FT and PT Staff		52	65	52	65	
- Amount per Mile		\$0.585	\$0.585	\$0.585	\$0.585	
Weekly Mileage Cost		\$30.42	\$38.03	\$30.42	\$38.03	
<b>Mileage Cost per Billable Hour</b>		<b>\$0.99</b>	<b>\$1.24</b>	<b>\$1.00</b>	<b>\$1.26</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$24.47	\$23.69	\$24.69	\$23.91	
	- Daily Program Operations Costs	\$0.00	\$0.00	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	6.0%	6.0%	6.0%	6.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$1.56</b>	<b>\$1.51</b>	<b>\$1.58</b>	<b>\$1.53</b>		
Cost per Billable Hour	\$26.03	\$25.20	\$26.27	\$25.44		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$26.03</b>	<b>\$25.20</b>	<b>\$13.14</b>	<b>\$12.72</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Respite, Employer of Record**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.78	\$19.87	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	0.88	0.88	
	- Supervision and Other Employer Time	0.46	0.46	
	- Training	0.12	0.12	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	30.10	30.10	
	Productivity Factor	1.15	1.15	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$23.90</b>	<b>\$22.85</b>	
	Mileage	- Number of Miles Traveled per 40-Hour Week	60	75
- Number of Miles Adjusted for Mix of FT and PT Staff		52	65	
- Amount per Mile		\$0.585	\$0.585	
Weekly Mileage Cost		\$30.42	\$38.03	
<b>Mileage Cost per Billable Hour</b>		<b>\$1.01</b>	<b>\$1.26</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$24.91	\$24.11	
	- Daily Program Operations Costs	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	6.0%	6.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$1.59</b>	<b>\$1.54</b>		
Cost per Billable Hour		\$26.50	\$25.65	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$8.83</b>	<b>\$8.55</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Tutor Services**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$28.58	\$27.15	\$28.58	\$27.15	
	- Employee Benefit Rate (as a percent of wages)	16.83%	17.31%	16.83%	17.31%	
	- Workers' Compensation Rate (as a percent of wages)	0.80%	0.80%	0.80%	0.80%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.62	\$32.07	\$33.62	\$32.07	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	2.32	2.90	2.32	2.90	
	- Recordkeeping and Reporting	0.77	0.75	1.35	1.32	
	- Supervision and Other Employer Time	0.45	0.44	0.45	0.44	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	27.35	26.80	26.77	26.23	
	Productivity Factor	1.27	1.29	1.29	1.32	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$42.70</b>	<b>\$41.37</b>	<b>\$43.37</b>	<b>\$42.33</b>
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188	150	188	
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163	130	163	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$76.05	\$95.36	\$76.05	\$95.36	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.78</b>	<b>\$3.56</b>	<b>\$2.84</b>	<b>\$3.64</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$45.48	\$44.93	\$46.21	\$45.97	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.66</b>	<b>\$3.73</b>	<b>\$3.74</b>	<b>\$3.81</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$6.70</b>	<b>\$6.64</b>	<b>\$6.81</b>	<b>\$6.79</b>	
Cost per Billable Hour		\$55.84	\$55.30	\$56.76	\$56.57	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$55.84</b>	<b>\$55.30</b>	<b>\$28.38</b>	<b>\$28.29</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Tutor Services**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$28.58	\$27.15	
	- Employee Benefit Rate (as a percent of wages)	16.83%	17.31%	
	- Workers' Compensation Rate (as a percent of wages)	0.80%	0.80%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.62	\$32.07	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	2.32	2.90	
	- Recordkeeping and Reporting	1.74	1.70	
	- Supervision and Other Employer Time	0.45	0.44	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	26.38	25.85	
	Productivity Factor	1.31	1.34	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$44.04</b>	<b>\$42.97</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188	
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$76.05	\$95.36	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.88</b>	<b>\$3.69</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$46.92	\$46.66	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.79</b>	<b>\$3.87</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$6.92</b>	<b>\$6.89</b>		
Cost per Billable Hour	\$57.63	\$57.42		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$19.21</b>	<b>\$19.14</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Housekeeping**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$17.45	\$16.58	\$17.45	\$16.58	
	- Employee Benefit Rate (as a percent of wages)	22.68%	23.47%	22.68%	23.47%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.25	\$21.27	\$22.25	\$21.27	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	2.37	2.96	2.37	2.96	
	- Supervision and Other Employer Time	0.46	0.45	0.46	0.45	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	28.73	28.15	28.73	28.15	
	Productivity Factor	1.20	1.23	1.20	1.23	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$26.70</b>	<b>\$26.16</b>	<b>\$26.70</b>	<b>\$26.16</b>
	Mileage	- Number of Miles Traveled per 40-Hour Week	150	188	150	188
- Number of Miles Adjusted for Mix of FT and PT Staff		130	163	130	163	
- Amount per Mile		\$0.585	\$0.585	\$0.585	\$0.585	
Weekly Mileage Cost		\$76.05	\$95.36	\$76.05	\$95.36	
<b>Mileage Cost per Billable Hour</b>		<b>\$2.65</b>	<b>\$3.39</b>	<b>\$2.65</b>	<b>\$3.39</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.35	\$29.55	\$29.35	\$29.55	
	- Daily Program Operations Costs	\$0.00	\$0.00	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	6.0%	6.0%	6.0%	6.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$1.87</b>	<b>\$1.89</b>	<b>\$1.87</b>	<b>\$1.89</b>	
Cost per Billable Hour		\$31.22	\$31.44	\$31.22	\$31.44	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$31.22</b>	<b>\$31.44</b>	<b>\$15.61</b>	<b>\$15.72</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Housekeeping**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$17.45	\$16.58	
	- Employee Benefit Rate (as a percent of wages)	22.68%	23.47%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.25	\$21.27	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	2.37	2.96	
	- Supervision and Other Employer Time	0.46	0.45	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.73	28.15	
	Productivity Factor	1.20	1.23	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$26.70</b>	<b>\$26.16</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188	
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$76.05	\$95.36	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.65</b>	<b>\$3.39</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.35	\$29.55	
	- Daily Program Operations Costs	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	6.0%	6.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$1.87</b>	<b>\$1.89</b>		
Cost per Billable Hour		\$31.22	\$31.44	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$10.41</b>	<b>\$10.48</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Supplemental Prog. Supp. - Other Svcs**

		<b>1:1</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.78	\$19.87	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	29.99	29.99	
	Productivity Factor	1.15	1.15	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$23.90</b>	<b>\$22.85</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	
	Weekly Supervision Cost	\$1,261.20	\$1,204.40	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$4.21</b>	<b>\$4.02</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$28.11	\$26.87	
	- Daily Program Operations Costs	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	6.0%	6.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$1.79</b>	<b>\$1.72</b>	
<b>Rate per Billable Hour</b>		<b>\$29.90</b>	<b>\$28.59</b>	

Vendor Rate Study  
Development of Rate Models  
Kern Regional Center

# **Residential Services**

Prepared for Department of Developmental Services

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		<b>Level 2</b>	
		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45
	<i>Overnight Hours</i>		
	- Direct Care Staff Hourly Wage	\$15.00	\$15.00
	- Employee Benefit Rate	25.14%	25.14%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost (wages + benefits)	\$19.32	\$19.32
	<i>Staffing</i>		
	- Staff Hours per Residence per Week	168.0	168.0
	- Offset for Overnight Hours	(56.0)	(56.0)
	- Offset for Lead Staff Hours	(56.0)	(56.0)
- Offset for Administrator Hours	(42.0)	(42.0)	
Allocated Line Staff Hours per Participant per Week	3.5	3.5	
<b>Weekly Line Staff Cost per Participant</b>	<b>\$356.30</b>	<b>\$352.56</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 2	
		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.57	\$17.64
	- Employee Benefit Rate (as a percent of wages)	21.78%	22.52%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.29	\$22.26
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.86	\$26.46
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.01	\$29.45
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.68	\$22.62
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$27.23	\$26.01
	<i>Staffing</i>		
- Lead Staff Hours per Residence per Week	56.0	56.0	
Allocated Lead Staff Hours per Participant per Week	14.0	14.0	
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$381.22</b>	<b>\$364.14</b>	
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Weighted Average Hourly Administrator Cost	\$31.78	\$30.34	
Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63	
<b>Weekly Administrator Cost per Participant</b>	<b>\$166.69</b>	<b>\$159.16</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	0	0
	Annual Consultant Cost per Participant	\$0.00	\$0.00
<b>Weekly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	126	126
	- Weekly 8-Hour Shifts	15.8	15.8
	- Weekly Staff Meal Costs	\$47.40	\$47.40
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$11.85</b>	<b>\$11.85</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		<b>Level 2</b>	
		Base Model	RC Model
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$945.31	\$924.27
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$138.45</b>	<b>\$135.58</b>
	Total Cost per Participant per Week	\$1,153.76	\$1,129.85
	<b>Rate per Month per Participant</b>	<b>\$5,016.80</b>	<b>\$4,912.83</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77
<b>Total Rate per Month per Participant</b>	<b>\$6,228.57</b>	<b>\$6,124.60</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 3		Level 4	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$20.99	\$20.08
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$24.75	\$23.52
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$27.55	\$26.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$21.32	\$20.39
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$24.52	\$23.45
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	180.0	180.0	220.0	220.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	25.8	25.8	35.8	35.8
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$632.62</b>	<b>\$605.01</b>	<b>\$877.82</b>	<b>\$839.51</b>

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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 3		Level 4	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$18.57	\$17.64	\$18.57	\$17.64
	- Employee Benefit Rate (as a percent of wages)	21.78%	22.52%	21.78%	22.52%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.29	\$22.26	\$23.29	\$22.26
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.86	\$26.46	\$27.86	\$26.46
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.01	\$29.45	\$31.01	\$29.45
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.68	\$22.62	\$23.68	\$22.62
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$27.23	\$26.01	\$27.23	\$26.01
<i>Staffing</i>					
- Lead Staff Hours per Residence per Week	56.0	56.0	56.0	56.0	
Allocated Lead Staff Hours per Participant per Week	14.0	14.0	14.0	14.0	
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$381.22</b>	<b>\$364.14</b>	<b>\$381.22</b>	<b>\$364.14</b>	
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34	\$31.78	\$30.34
Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63	\$666.74	\$636.63	
<b>Weekly Administrator Cost per Participant</b>	<b>\$166.69</b>	<b>\$159.16</b>	<b>\$166.69</b>	<b>\$159.16</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	16	16	24	24
	Annual Consultant Cost per Participant	\$1,940.16	\$1,948.32	\$2,910.24	\$2,922.48
	<b>Weekly Consultant Cost per Participant</b>	<b>\$37.31</b>	<b>\$37.47</b>	<b>\$55.97</b>	<b>\$56.20</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	159	159	199	199
	- Weekly 8-Hour Shifts	19.9	19.9	24.9	24.9
	- Weekly Staff Meal Costs	\$59.70	\$59.70	\$74.70	\$74.70
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$14.93</b>	<b>\$14.93</b>	<b>\$18.68</b>	<b>\$18.68</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		<b>Level 3</b>		<b>Level 4</b>	
		Base Model	RC Model	Base Model	RC Model
	Unit of Service	Month	Month	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,262.02	\$1,217.27	\$1,529.63	\$1,474.25
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$181.64</b>	<b>\$175.54</b>	<b>\$218.13</b>	<b>\$210.58</b>
	Total Cost per Participant per Week	\$1,513.66	\$1,462.81	\$1,817.76	\$1,754.83
	<b>Rate per Month per Participant</b>	<b>\$6,581.72</b>	<b>\$6,360.61</b>	<b>\$7,904.01</b>	<b>\$7,630.38</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
<b>Total Rate per Month per Participant</b>	<b>\$7,793.49</b>	<b>\$7,572.38</b>	<b>\$9,115.78</b>	<b>\$8,842.15</b>	

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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 5		Level 6	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
<b>Direct Care Staff Wages and Benefits - 'Line' Staff</b>	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82	\$22.82	\$21.82
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17	\$23.19	\$22.17
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50	\$26.67	\$25.50
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	260.0	260.0	300.0	300.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	45.8	45.8	55.8	55.8
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$1,221.49</b>	<b>\$1,167.90</b>	<b>\$1,488.19</b>	<b>\$1,422.90</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 5		Level 6	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$20.43	\$19.40	\$20.43	\$19.40
	- Employee Benefit Rate (as a percent of wages)	20.49%	21.17%	20.49%	21.17%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.36	\$24.22	\$25.36	\$24.22
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.65	\$29.10	\$30.65	\$29.10
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.11	\$32.39	\$34.11	\$32.39
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.80	\$24.63	\$25.80	\$24.63
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$29.67	\$28.32	\$29.67	\$28.32
	<i>Staffing</i>				
- Lead Staff Hours per Residence per Week	56.0	56.0	56.0	56.0	
Allocated Lead Staff Hours per Participant per Week	14.0	14.0	14.0	14.0	
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$415.38</b>	<b>\$396.48</b>	<b>\$415.38</b>	<b>\$396.48</b>	
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25	\$42.21	\$40.25
Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55	\$885.62	\$844.55	
<b>Weekly Administrator Cost per Participant</b>	<b>\$221.41</b>	<b>\$211.14</b>	<b>\$221.41</b>	<b>\$211.14</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	32	32	32	32
	Annual Consultant Cost per Participant	\$3,880.32	\$3,896.64	\$3,880.32	\$3,896.64
	<b>Weekly Consultant Cost per Participant</b>	<b>\$74.62</b>	<b>\$74.94</b>	<b>\$74.62</b>	<b>\$74.94</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	239	239	279	279
	- Weekly 8-Hour Shifts	29.9	29.9	34.9	34.9
	- Weekly Staff Meal Costs	\$89.70	\$89.70	\$104.70	\$104.70
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$22.43</b>	<b>\$22.43</b>	<b>\$26.18</b>	<b>\$26.18</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		<b>Level 5</b>		<b>Level 6</b>	
		Base Model	RC Model	Base Model	RC Model
	Unit of Service	Month	Month	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,984.58	\$1,909.45	\$2,255.03	\$2,168.20
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$280.17</b>	<b>\$269.93</b>	<b>\$317.05</b>	<b>\$305.21</b>
	Total Cost per Participant per Week	\$2,334.75	\$2,249.38	\$2,642.08	\$2,543.41
	<b>Rate per Month per Participant</b>	<b>\$10,151.99</b>	<b>\$9,780.79</b>	<b>\$11,488.33</b>	<b>\$11,059.29</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
<b>Total Rate per Month per Participant</b>	<b>\$11,363.76</b>	<b>\$10,992.56</b>	<b>\$12,700.10</b>	<b>\$12,271.06</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 7	
		Base Model	RC Model
Unit of Service		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50
	<i>Staffing</i>		
	- Staff Hours per Residence per Week		
	- Offset for Lead Staff Hours	0.0	0.0
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	0.0	0.0
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 7	
		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.43	\$19.40
	- Employee Benefit Rate (as a percent of wages)	20.49%	21.17%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.36	\$24.22
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.65	\$29.10
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.11	\$32.39
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.80	\$24.63
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$29.67	\$28.32
	<i>Staffing</i>		
	- Lead Staff Hours per Residence per Week	0.0	0.0
	Allocated Lead Staff Hours per Participant per Week	0.0	0.0
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Weighted Average Hourly Administrator Cost	\$42.21	\$40.25	
Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55	
<b>Weekly Administrator Cost per Participant</b>	<b>\$221.41</b>	<b>\$211.14</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year		
	Annual Consultant Cost per Participant	\$0.00	\$0.00
<b>Weekly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	0	0
	- Weekly 8-Hour Shifts	0.0	0.0
	- Weekly Staff Meal Costs	\$0.00	\$0.00
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 7	
		Base Model	RC Model
	Unit of Service	Month	Month
Facility	- Annual Mortgage/ Rent Cost		
	- Annual Property Tax Cost		
	- Annual Utilities Cost	\$6,000	\$6,000
	- Annual Newspaper/ Telephone/ Cable/ Internet Cost	\$2,400	\$2,400
	- Annual Repair and Maintenance Cost	\$6,000	\$6,000
	Annual Facility Cost	\$14,400.00	\$14,400.00
	<b>Weekly Facility Cost per Participant</b>	<b>\$69.23</b>	<b>\$69.23</b>
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$319.89	\$316.93
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	<b>Administration Cost (fixed at 4-Bed, Level 6 amount)</b>	<b>\$317.05</b>	<b>\$305.21</b>
	Total Cost per Participant per Week	\$706.94	\$692.14
	<b>Rate per Month per Participant</b>	<b>\$3,073.93</b>	<b>\$3,009.57</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Children Facilities</i>		<b>Level 2</b>	
		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45
	<i>Overnight Hours</i>		
	- Direct Care Staff Hourly Wage	\$15.00	\$15.00
	- Employee Benefit Rate	25.14%	25.14%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost (wages + benefits)	\$19.32	\$19.32
	<i>Staffing</i>		
	- Staff Hours per Residence per Week	178.8	178.8
	- Offset for Overnight Hours	(56.0)	(56.0)
	- Offset for Lead Staff Hours	(56.0)	(56.0)
- Offset for Administrator Hours	(42.0)	(42.0)	
Allocated Line Staff Hours per Participant per Week	6.2	6.2	
<b>Weekly Line Staff Cost per Participant</b>	<b>\$422.50</b>	<b>\$415.87</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Children Facilities</i>		Level 2	
		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.57	\$17.64
	- Employee Benefit Rate (as a percent of wages)	21.78%	22.52%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.29	\$22.26
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.86	\$26.46
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.01	\$29.45
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.68	\$22.62
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$27.23	\$26.01
	<i>Staffing</i>		
	- Lead Staff Hours per Residence per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	14.0	14.0
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$381.22</b>	<b>\$364.14</b>	
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Weighted Average Hourly Administrator Cost	\$31.78	\$30.34	
Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63	
<b>Weekly Administrator Cost per Participant</b>	<b>\$166.69</b>	<b>\$159.16</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	0	0
	Annual Consultant Cost per Participant	\$0.00	\$0.00
<b>Weekly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	137	137
	- Weekly 8-Hour Shifts	17.1	17.1
	- Weekly Staff Meal Costs	\$51.30	\$51.30
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$12.83</b>	<b>\$12.83</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Children Facilities</i>		<b>Level 2</b>	
		Base Model	RC Model
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,012.49	\$988.56
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$147.61</b>	<b>\$144.35</b>
	Total Cost per Participant per Week	\$1,230.10	\$1,202.91
	<b>Rate per Month per Participant</b>	<b>\$5,348.74</b>	<b>\$5,230.51</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$6,560.51</b>	<b>\$6,442.28</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Children Facilities</i>		Level 3		Level 4	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$20.99	\$20.08
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$24.75	\$23.52
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$27.55	\$26.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$21.32	\$20.39
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$24.52	\$23.45
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	191.5	191.5	234.1	234.1
	- Offset for Lead Staff Hours	(56.0)	(56.0)	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	28.6	28.6	39.3	39.3
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$701.27</b>	<b>\$670.67</b>	<b>\$963.64</b>	<b>\$921.59</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Children Facilities</i>		Level 3		Level 4	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$18.57	\$17.64	\$18.57	\$17.64
	- Employee Benefit Rate (as a percent of wages)	21.78%	22.52%	21.78%	22.52%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.29	\$22.26	\$23.29	\$22.26
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.86	\$26.46	\$27.86	\$26.46
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.01	\$29.45	\$31.01	\$29.45
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.68	\$22.62	\$23.68	\$22.62
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$27.23	\$26.01	\$27.23	\$26.01
<i>Staffing</i>					
- Lead Staff Hours per Residence per Week	56.0	56.0	56.0	56.0	
Allocated Lead Staff Hours per Participant per Week	14.0	14.0	14.0	14.0	
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$381.22</b>	<b>\$364.14</b>	<b>\$381.22</b>	<b>\$364.14</b>	
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34	\$31.78	\$30.34
Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63	\$666.74	\$636.63	
<b>Weekly Administrator Cost per Participant</b>	<b>\$166.69</b>	<b>\$159.16</b>	<b>\$166.69</b>	<b>\$159.16</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	16	16	24	24
	Annual Consultant Cost per Participant	\$1,940.16	\$1,948.32	\$2,910.24	\$2,922.48
	<b>Weekly Consultant Cost per Participant</b>	<b>\$37.31</b>	<b>\$37.47</b>	<b>\$55.97</b>	<b>\$56.20</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	171	171	213	213
	- Weekly 8-Hour Shifts	21.3	21.3	26.6	26.6
	- Weekly Staff Meal Costs	\$63.90	\$63.90	\$79.80	\$79.80
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$15.98</b>	<b>\$15.98</b>	<b>\$19.95</b>	<b>\$19.95</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Children Facilities</i>		<b>Level 3</b>		<b>Level 4</b>	
		Base Model	RC Model	Base Model	RC Model
<b>Admin. and Prog. Operations</b>	Unit of Service	Month	Month	Month	Month
	Cost per Week Before Program Operations and Administration	\$1,331.72	\$1,283.98	\$1,616.72	\$1,557.60
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$191.14</b>	<b>\$184.63</b>	<b>\$230.01</b>	<b>\$221.95</b>
	Total Cost per Participant per Week	\$1,592.86	\$1,538.61	\$1,916.73	\$1,849.55
	<b>Rate per Month per Participant</b>	<b>\$6,926.10</b>	<b>\$6,690.21</b>	<b>\$8,334.35</b>	<b>\$8,042.24</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$8,137.87</b>	<b>\$7,901.98</b>	<b>\$9,546.12</b>	<b>\$9,254.01</b>

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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Children Facilities</i>		Level 5		Level 6	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82	\$22.82	\$21.82
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17	\$23.19	\$22.17
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50	\$26.67	\$25.50
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	276.6	276.6	319.2	319.2
	- Offset for Lead Staff Hours	(56.0)	(56.0)	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	49.9	49.9	60.6	60.6
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$1,330.83</b>	<b>\$1,272.45</b>	<b>\$1,616.20</b>	<b>\$1,545.30</b>



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Children Facilities</i>		Level 5		Level 6	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$20.43	\$19.40	\$20.43	\$19.40
	- Employee Benefit Rate (as a percent of wages)	20.49%	21.17%	20.49%	21.17%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.36	\$24.22	\$25.36	\$24.22
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.65	\$29.10	\$30.65	\$29.10
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.11	\$32.39	\$34.11	\$32.39
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.80	\$24.63	\$25.80	\$24.63
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$29.67	\$28.32	\$29.67	\$28.32
<i>Staffing</i>					
- Lead Staff Hours per Residence per Week	56.0	56.0	56.0	56.0	
Allocated Lead Staff Hours per Participant per Week	14.0	14.0	14.0	14.0	
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$415.38</b>	<b>\$396.48</b>	<b>\$415.38</b>	<b>\$396.48</b>	
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25	\$42.21	\$40.25
Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55	\$885.62	\$844.55	
<b>Weekly Administrator Cost per Participant</b>	<b>\$221.41</b>	<b>\$211.14</b>	<b>\$221.41</b>	<b>\$211.14</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	32	32	32	32
	Annual Consultant Cost per Participant	\$3,880.32	\$3,896.64	\$3,880.32	\$3,896.64
	<b>Weekly Consultant Cost per Participant</b>	<b>\$74.62</b>	<b>\$74.94</b>	<b>\$74.62</b>	<b>\$74.94</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	256	256	298	298
	- Weekly 8-Hour Shifts	32.0	32.0	37.3	37.3
	- Weekly Staff Meal Costs	\$96.00	\$96.00	\$111.90	\$111.90
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$24.00</b>	<b>\$24.00</b>	<b>\$27.98</b>	<b>\$27.98</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 3 or 4 Beds**

<i>Children Facilities</i>		<b>Level 5</b>		<b>Level 6</b>	
		Base Model	RC Model	Base Model	RC Model
<b>Admin. and Prog. Operations</b>	Unit of Service	Month	Month	Month	Month
	Cost per Week Before Program Operations and Administration	\$2,095.49	\$2,015.57	\$2,384.84	\$2,292.40
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$295.29</b>	<b>\$284.40</b>	<b>\$334.75</b>	<b>\$322.15</b>
	Total Cost per Participant per Week	\$2,460.78	\$2,369.97	\$2,789.59	\$2,684.55
	<b>Rate per Month per Participant</b>	<b>\$10,700.00</b>	<b>\$10,305.14</b>	<b>\$12,129.74</b>	<b>\$11,673.00</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$11,911.77</b>	<b>\$11,516.91</b>	<b>\$13,341.51</b>	<b>\$12,884.77</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		<b>Level 2</b>	
		Base Model	RC Model
Unit of Service		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45
	<i>Overnight Hours</i>		
	- Direct Care Staff Hourly Wage	\$15.00	\$15.00
	- Employee Benefit Rate	25.14%	25.14%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost (wages + benefits)	\$19.32	\$19.32
	<i>Staffing</i>		
	- Staff Hours per Residence per Week	168.0	168.0
	- Offset for Overnight Hours	(56.0)	(56.0)
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(42.0)	(42.0)
	Allocated Line Staff Hours per Participant per Week	2.5	2.5
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$258.01</b>	<b>\$255.34</b>

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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 2	
		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.57	\$17.64
	- Employee Benefit Rate (as a percent of wages)	21.78%	22.52%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.29	\$22.26
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.86	\$26.46
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.01	\$29.45
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.68	\$22.62
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$27.23	\$26.01
	<i>Staffing</i>		
	- Lead Staff Hours per Residence per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$277.75</b>	<b>\$265.30</b>	
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Weighted Average Hourly Administrator Cost	\$31.78	\$30.34	
Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63	
<b>Weekly Administrator Cost per Participant</b>	<b>\$121.23</b>	<b>\$115.75</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	0	0
	Annual Consultant Cost per Participant	\$0.00	\$0.00
<b>Weekly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	126	126
	- Weekly 8-Hour Shifts	15.8	15.8
	- Weekly Staff Meal Costs	\$47.40	\$47.40
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$8.62</b>	<b>\$8.62</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		<b>Level 2</b>	
		Base Model	RC Model
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$686.88	\$671.60
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$103.21</b>	<b>\$101.13</b>
	Total Cost per Participant per Week	\$860.09	\$842.73
	<b>Rate per Month per Participant</b>	<b>\$3,739.86</b>	<b>\$3,664.37</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77
<b>Total Rate per Month per Participant</b>	<b>\$4,951.63</b>	<b>\$4,876.14</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 3		Level 4	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$20.99	\$20.08
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$24.75	\$23.52
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$27.55	\$26.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$21.32	\$20.39
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$24.52	\$23.45
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	220.0	220.0	280.0	280.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	26.0	26.0	36.9	36.9
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$637.52</b>	<b>\$609.70</b>	<b>\$904.79</b>	<b>\$865.31</b>

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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 3		Level 4	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$18.57	\$17.64	\$18.57	\$17.64
	- Employee Benefit Rate (as a percent of wages)	21.78%	22.52%	21.78%	22.52%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.29	\$22.26	\$23.29	\$22.26
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.86	\$26.46	\$27.86	\$26.46
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.01	\$29.45	\$31.01	\$29.45
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.68	\$22.62	\$23.68	\$22.62
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$27.23	\$26.01	\$27.23	\$26.01
<i>Staffing</i>					
- Lead Staff Hours per Residence per Week	56.0	56.0	56.0	56.0	
Allocated Lead Staff Hours per Participant per Week	10.2	10.2	10.2	10.2	
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$277.75</b>	<b>\$265.30</b>	<b>\$277.75</b>	<b>\$265.30</b>	
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34	\$31.78	\$30.34
Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63	\$666.74	\$636.63	
<b>Weekly Administrator Cost per Participant</b>	<b>\$121.23</b>	<b>\$115.75</b>	<b>\$121.23</b>	<b>\$115.75</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	16	16	24	24
	Annual Consultant Cost per Participant	\$1,940.16	\$1,948.32	\$2,910.24	\$2,922.48
	<b>Weekly Consultant Cost per Participant</b>	<b>\$37.31</b>	<b>\$37.47</b>	<b>\$55.97</b>	<b>\$56.20</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	199	199	259	259
	- Weekly 8-Hour Shifts	24.9	24.9	32.4	32.4
	- Weekly Staff Meal Costs	\$74.70	\$74.70	\$97.20	\$97.20
	<b>Weekly Staff Meal Cost per Participant</b>	<b>\$13.58</b>	<b>\$13.58</b>	<b>\$17.67</b>	<b>\$17.67</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		<b>Level 3</b>		<b>Level 4</b>	
		Base Model	RC Model	Base Model	RC Model
	Unit of Service	Month	Month	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,108.66	\$1,068.39	\$1,398.68	\$1,346.82
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$160.73</b>	<b>\$155.24</b>	<b>\$200.27</b>	<b>\$193.20</b>
	Total Cost per Participant per Week	\$1,339.39	\$1,293.63	\$1,668.95	\$1,610.02
	<b>Rate per Month per Participant</b>	<b>\$5,823.95</b>	<b>\$5,624.98</b>	<b>\$7,256.95</b>	<b>\$7,000.71</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
<b>Total Rate per Month per Participant</b>	<b>\$7,035.72</b>	<b>\$6,836.75</b>	<b>\$8,468.72</b>	<b>\$8,212.48</b>	



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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 5		Level 6	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82	\$22.82	\$21.82
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17	\$23.19	\$22.17
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50	\$26.67	\$25.50
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	340.0	340.0	400.0	400.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	47.8	47.8	58.7	58.7
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$1,274.83</b>	<b>\$1,218.90</b>	<b>\$1,565.53</b>	<b>\$1,496.85</b>

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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 5		Level 6	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$20.43	\$19.40	\$20.43	\$19.40
	- Employee Benefit Rate (as a percent of wages)	20.49%	21.17%	20.49%	21.17%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.36	\$24.22	\$25.36	\$24.22
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.65	\$29.10	\$30.65	\$29.10
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.11	\$32.39	\$34.11	\$32.39
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.80	\$24.63	\$25.80	\$24.63
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$29.67	\$28.32	\$29.67	\$28.32
	<i>Staffing</i>				
- Lead Staff Hours per Residence per Week	56.0	56.0	56.0	56.0	
Allocated Lead Staff Hours per Participant per Week	10.2	10.2	10.2	10.2	
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$302.63</b>	<b>\$288.86</b>	<b>\$302.63</b>	<b>\$288.86</b>	
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
Weighted Average Hourly Administrator Cost	\$42.21	\$40.25	\$42.21	\$40.25	
Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55	\$885.62	\$844.55	
<b>Weekly Administrator Cost per Participant</b>	<b>\$161.02</b>	<b>\$153.55</b>	<b>\$161.02</b>	<b>\$153.55</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	32	32	32	32
	Annual Consultant Cost per Participant	\$3,880.32	\$3,896.64	\$3,880.32	\$3,896.64
	<b>Weekly Consultant Cost per Participant</b>	<b>\$74.62</b>	<b>\$74.94</b>	<b>\$74.62</b>	<b>\$74.94</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	319	319	379	379
	- Weekly 8-Hour Shifts	39.9	39.9	47.4	47.4
	- Weekly Staff Meal Costs	\$119.70	\$119.70	\$142.20	\$142.20
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$21.76</b>	<b>\$21.76</b>	<b>\$25.85</b>	<b>\$25.85</b>	

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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		<b>Level 5</b>		<b>Level 6</b>	
		Base Model	RC Model	Base Model	RC Model
	Unit of Service	Month	Month	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,856.13	\$1,784.60	\$2,150.92	\$2,066.64
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$262.65</b>	<b>\$252.90</b>	<b>\$302.85</b>	<b>\$291.36</b>
	Total Cost per Participant per Week	\$2,188.78	\$2,107.50	\$2,523.77	\$2,428.00
	<b>Rate per Month per Participant</b>	<b>\$9,517.28</b>	<b>\$9,163.86</b>	<b>\$10,973.89</b>	<b>\$10,557.46</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
<b>Total Rate per Month per Participant</b>	<b>\$10,729.05</b>	<b>\$10,375.63</b>	<b>\$12,185.66</b>	<b>\$11,769.23</b>	

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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 7	
		Base Model	RC Model
Unit of Service		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50
	<i>Staffing</i>		
	- Staff Hours per Residence per Week		
	- Offset for Lead Staff Hours	0.0	0.0
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	0.0	0.0
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>

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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 7	
		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.43	\$19.40
	- Employee Benefit Rate (as a percent of wages)	20.49%	21.17%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.36	\$24.22
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.65	\$29.10
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.11	\$32.39
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.80	\$24.63
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$29.67	\$28.32
	<i>Staffing</i>		
	- Lead Staff Hours per Residence per Week	0.0	0.0
	Allocated Lead Staff Hours per Participant per Week	0.0	0.0
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Weighted Average Hourly Administrator Cost	\$42.21	\$40.25	
Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55	
<b>Weekly Administrator Cost per Participant</b>	<b>\$161.02</b>	<b>\$153.55</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year		
	Annual Consultant Cost per Participant	\$0.00	\$0.00
<b>Weekly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	0	0
	- Weekly 8-Hour Shifts	0.0	0.0
	- Weekly Staff Meal Costs	\$0.00	\$0.00
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	

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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 7	
		Base Model	RC Model
	Unit of Service	Month	Month
Facility	- Annual Mortgage/ Rent Cost		
	- Annual Property Tax Cost		
	- Annual Utilities Cost	\$6,000	\$6,000
	- Annual Newspaper/ Telephone/ Cable/ Internet Cost	\$2,400	\$2,400
	- Annual Repair and Maintenance Cost	\$6,000	\$6,000
	Annual Facility Cost	\$14,400.00	\$14,400.00
	<b>Weekly Facility Cost per Participant</b>	<b>\$50.35</b>	<b>\$50.35</b>
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$232.64	\$230.49
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	<b>Administration Cost (fixed at 6-Bed, Level 6 amount)</b>	<b>\$302.85</b>	<b>\$291.36</b>
	Total Cost per Participant per Week	\$605.49	\$591.85
	<b>Rate per Month per Participant</b>	<b>\$2,632.80</b>	<b>\$2,573.49</b>

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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Children Facilities</i>		<b>Level 2</b>	
		Base Model	RC Model
Unit of Service		Month	Month
<b>Direct Care Staff Wages and Benefits - 'Line' Staff</b>	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45
	<i>Overnight Hours</i>		
	- Direct Care Staff Hourly Wage	\$15.00	\$15.00
	- Employee Benefit Rate	25.14%	25.14%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost (wages + benefits)	\$19.32	\$19.32
	<i>Staffing</i>		
	- Staff Hours per Residence per Week	178.8	178.8
	- Offset for Overnight Hours	(56.0)	(56.0)
	- Offset for Lead Staff Hours	(56.0)	(56.0)
- Offset for Administrator Hours	(42.0)	(42.0)	
Allocated Line Staff Hours per Participant per Week	4.5	4.5	
<b>Weekly Line Staff Cost per Participant</b>	<b>\$307.05</b>	<b>\$302.24</b>	

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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Children Facilities</i>		Level 2	
		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.57	\$17.64
	- Employee Benefit Rate (as a percent of wages)	21.78%	22.52%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.29	\$22.26
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.86	\$26.46
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.01	\$29.45
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.68	\$22.62
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$27.23	\$26.01
	<i>Staffing</i>		
	- Lead Staff Hours per Residence per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$277.75</b>	<b>\$265.30</b>	
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Weighted Average Hourly Administrator Cost	\$31.78	\$30.34	
Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63	
<b>Weekly Administrator Cost per Participant</b>	<b>\$121.23</b>	<b>\$115.75</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	0	0
	Annual Consultant Cost per Participant	\$0.00	\$0.00
<b>Weekly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	137	137
	- Weekly 8-Hour Shifts	17.1	17.1
	- Weekly Staff Meal Costs	\$51.30	\$51.30
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$9.33</b>	<b>\$9.33</b>	



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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Children Facilities</i>		<b>Level 2</b>	
		Base Model	RC Model
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$736.63	\$719.21
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$110.00</b>	<b>\$107.62</b>
	Total Cost per Participant per Week	\$916.63	\$896.83
	<b>Rate per Month per Participant</b>	<b>\$3,985.70</b>	<b>\$3,899.61</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77
<b>Total Rate per Month per Participant</b>	<b>\$5,197.47</b>	<b>\$5,111.38</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Children Facilities</i>		Level 3		Level 4	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$20.99	\$20.08
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$24.75	\$23.52
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$27.55	\$26.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$21.32	\$20.39
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$24.52	\$23.45
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	234.1	234.1	297.9	297.9
	- Offset for Lead Staff Hours	(56.0)	(56.0)	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	28.6	28.6	40.2	40.2
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$701.27</b>	<b>\$670.67</b>	<b>\$985.70</b>	<b>\$942.69</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Children Facilities</i>		Level 3		Level 4	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$18.57	\$17.64	\$18.57	\$17.64
	- Employee Benefit Rate (as a percent of wages)	21.78%	22.52%	21.78%	22.52%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.29	\$22.26	\$23.29	\$22.26
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.86	\$26.46	\$27.86	\$26.46
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.01	\$29.45	\$31.01	\$29.45
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.68	\$22.62	\$23.68	\$22.62
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$27.23	\$26.01	\$27.23	\$26.01
<i>Staffing</i>					
- Lead Staff Hours per Residence per Week	56.0	56.0	56.0	56.0	
Allocated Lead Staff Hours per Participant per Week	10.2	10.2	10.2	10.2	
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$277.75</b>	<b>\$265.30</b>	<b>\$277.75</b>	<b>\$265.30</b>	
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34	\$31.78	\$30.34
Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63	\$666.74	\$636.63	
<b>Weekly Administrator Cost per Participant</b>	<b>\$121.23</b>	<b>\$115.75</b>	<b>\$121.23</b>	<b>\$115.75</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	16	16	24	24
	Annual Consultant Cost per Participant	\$1,940.16	\$1,948.32	\$2,910.24	\$2,922.48
	<b>Weekly Consultant Cost per Participant</b>	<b>\$37.31</b>	<b>\$37.47</b>	<b>\$55.97</b>	<b>\$56.20</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	213	213	277	277
	- Weekly 8-Hour Shifts	26.6	26.6	34.6	34.6
	- Weekly Staff Meal Costs	\$79.80	\$79.80	\$103.80	\$103.80
	<b>Weekly Staff Meal Cost per Participant</b>	<b>\$14.51</b>	<b>\$14.51</b>	<b>\$18.87</b>	<b>\$18.87</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Children Facilities</i>		<b>Level 3</b>		<b>Level 4</b>	
		Base Model	RC Model	Base Model	RC Model
<b>Admin. and Prog. Operations</b>	Unit of Service	Month	Month	Month	Month
	Cost per Week Before Program Operations and Administration	\$1,173.34	\$1,130.29	\$1,480.79	\$1,425.40
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$169.55</b>	<b>\$163.68</b>	<b>\$211.47</b>	<b>\$203.92</b>
	Total Cost per Participant per Week	\$1,412.89	\$1,363.97	\$1,762.26	\$1,699.32
	<b>Rate per Month per Participant</b>	<b>\$6,143.55</b>	<b>\$5,930.83</b>	<b>\$7,662.68</b>	<b>\$7,389.01</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$7,355.32</b>	<b>\$7,142.60</b>	<b>\$8,874.45</b>	<b>\$8,600.78</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Children Facilities</i>		Level 5		Level 6	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82	\$22.82	\$21.82
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17	\$23.19	\$22.17
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50	\$26.67	\$25.50
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	361.8	361.8	425.6	425.6
	- Offset for Lead Staff Hours	(56.0)	(56.0)	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	51.8	51.8	63.4	63.4
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$1,381.51</b>	<b>\$1,320.90</b>	<b>\$1,690.88</b>	<b>\$1,616.70</b>

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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Children Facilities</i>		Level 5		Level 6	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$20.43	\$19.40	\$20.43	\$19.40
	- Employee Benefit Rate (as a percent of wages)	20.49%	21.17%	20.49%	21.17%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.36	\$24.22	\$25.36	\$24.22
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.65	\$29.10	\$30.65	\$29.10
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.11	\$32.39	\$34.11	\$32.39
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.80	\$24.63	\$25.80	\$24.63
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$29.67	\$28.32	\$29.67	\$28.32
<i>Staffing</i>					
- Lead Staff Hours per Residence per Week	56.0	56.0	56.0	56.0	
Allocated Lead Staff Hours per Participant per Week	10.2	10.2	10.2	10.2	
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$302.63</b>	<b>\$288.86</b>	<b>\$302.63</b>	<b>\$288.86</b>	
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25	\$42.21	\$40.25
Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55	\$885.62	\$844.55	
<b>Weekly Administrator Cost per Participant</b>	<b>\$161.02</b>	<b>\$153.55</b>	<b>\$161.02</b>	<b>\$153.55</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	32	32	32	32
	Annual Consultant Cost per Participant	\$3,880.32	\$3,896.64	\$3,880.32	\$3,896.64
	<b>Weekly Consultant Cost per Participant</b>	<b>\$74.62</b>	<b>\$74.94</b>	<b>\$74.62</b>	<b>\$74.94</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	341	341	405	405
	- Weekly 8-Hour Shifts	42.6	42.6	50.6	50.6
	- Weekly Staff Meal Costs	\$127.80	\$127.80	\$151.80	\$151.80
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$23.24</b>	<b>\$23.24</b>	<b>\$27.60</b>	<b>\$27.60</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Staff Operated, 5 or 6 Beds**

<i>Children Facilities</i>		<b>Level 5</b>		<b>Level 6</b>	
		Base Model	RC Model	Base Model	RC Model
<b>Admin. and Prog. Operations</b>	Unit of Service	Month	Month	Month	Month
	Cost per Week Before Program Operations and Administration	\$1,964.29	\$1,888.08	\$2,278.02	\$2,188.24
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$277.40</b>	<b>\$267.01</b>	<b>\$320.18</b>	<b>\$307.94</b>
	Total Cost per Participant per Week	\$2,311.69	\$2,225.09	\$2,668.20	\$2,566.18
	<b>Rate per Month per Participant</b>	<b>\$10,051.72</b>	<b>\$9,675.17</b>	<b>\$11,601.91</b>	<b>\$11,158.30</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$11,263.49</b>	<b>\$10,886.94</b>	<b>\$12,813.68</b>	<b>\$12,370.07</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 2		Level 3		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Month	Month	Month	Month	
Home Manager	- Home Manager Payment	\$146,000	\$138,700	\$146,000	\$138,700	
	- Benefit Rate (as a percent of wages)	11.56%	12.10%	11.56%	12.10%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545	\$168,207	\$160,545	
<b>Weekly Home Manager Cost per Participant</b>		<b>\$808.69</b>	<b>\$771.85</b>	<b>\$808.69</b>	<b>\$771.85</b>	
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	<i>Regular Time</i>					
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$20.99	\$20.08	
	<i>Overtime</i>					
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$24.75	\$23.52	
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$27.55	\$26.18	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$21.32	\$20.39	
	<i>Productivity Assumptions</i>					
	Total Hours	36.35	36.35	36.35	36.35	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	31.74	31.74	31.74	31.74	
	Productivity Adjustment	1.15	1.15	1.15	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$24.52	\$23.45	
	<i>Staffing</i>					
	- Staff Hours per Residence per Week	168.0	168.0	180.0	180.0	
	- Offset for Home Manager Hours	(168.0)	(168.0)	(168.0)	(168.0)	
	Allocated Line Staff Hours per Participant per Week	0.0	0.0	3.0	3.0	
	<b>Weekly Line Staff Cost per Participant</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$73.56</b>	<b>\$70.35</b>
	Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
- Number of Consultant Hours per Participant per Year		0	0	16	16	
Annual Consultant Cost per Participant		\$0.00	\$0.00	\$1,940.16	\$1,948.32	
<b>Weekly Consultant Cost per Participant</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$37.31</b>	<b>\$37.47</b>	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles per Home per Week	200	250	200	250	
	<b>Weekly Mileage Cost per Participant</b>		<b>\$29.25</b>	<b>\$36.56</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00	
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00	
	Weekly Staff Hours (excludes home manager)	0	0	12	12	
	- Weekly 8-Hour Shifts	0.0	0.0	1.5	1.5	
	- Weekly Staff Meal Costs	\$0.00	\$0.00	\$4.50	\$4.50	
<b>Weekly Staff Meal Cost per Participant</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1.13</b>	<b>\$1.13</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 2		Level 3	
		Base Model	RC Model	Base Model	RC Model
Admin. and Prog. Operations	Unit of Service	Month	Month	Month	Month
	Cost per Week Before Program Operations and Administration	\$837.94	\$808.41	\$949.94	\$917.36
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$123.81</b>	<b>\$119.78</b>	<b>\$139.08</b>	<b>\$134.64</b>
	Total Cost per Participant per Week	\$1,031.75	\$998.19	\$1,159.02	\$1,122.00
	<b>Rate per Month per Participant</b>	<b>\$4,486.27</b>	<b>\$4,340.34</b>	<b>\$5,039.67</b>	<b>\$4,878.70</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$5,698.04</b>	<b>\$5,552.11</b>	<b>\$6,251.44</b>	<b>\$6,090.47</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 4		Level 5		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Month	Month	Month	Month	
Home Manager	- Home Manager Payment	\$146,000	\$138,700	\$146,000	\$138,700	
	- Benefit Rate (as a percent of wages)	11.56%	12.10%	11.56%	12.10%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545	\$168,207	\$160,545	
<b>Weekly Home Manager Cost per Participant</b>		<b>\$808.69</b>	<b>\$771.85</b>	<b>\$808.69</b>	<b>\$771.85</b>	
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	<i>Regular Time</i>					
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$18.15	\$17.25	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	22.10%	22.85%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$22.82	\$21.82	
	<i>Overtime</i>					
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$27.23	\$25.88	
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$30.31	\$28.80	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$23.19	\$22.17	
	<i>Productivity Assumptions</i>					
	Total Hours	36.35	36.35	36.35	36.35	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	31.74	31.74	31.74	31.74	
	Productivity Adjustment	1.15	1.15	1.15	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$26.67	\$25.50	
	<i>Staffing</i>					
	- Staff Hours per Residence per Week	220.0	220.0	260.0	260.0	
	- Offset for Home Manager Hours	(168.0)	(168.0)	(168.0)	(168.0)	
	Allocated Line Staff Hours per Participant per Week	13.0	13.0	23.0	23.0	
	<b>Weekly Line Staff Cost per Participant</b>		<b>\$318.76</b>	<b>\$304.85</b>	<b>\$613.41</b>	<b>\$586.50</b>
	Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
- Number of Consultant Hours per Participant per Year		24	24	32	32	
Annual Consultant Cost per Participant		\$2,910.24	\$2,922.48	\$3,880.32	\$3,896.64	
<b>Weekly Consultant Cost per Participant</b>		<b>\$55.97</b>	<b>\$56.20</b>	<b>\$74.62</b>	<b>\$74.94</b>	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles per Home per Week	200	250	200	250	
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>	<b>\$29.25</b>	<b>\$36.56</b>	
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00	
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00	
	Weekly Staff Hours (excludes home manager)	52	52	92	92	
	- Weekly 8-Hour Shifts	6.5	6.5	11.5	11.5	
	- Weekly Staff Meal Costs	\$19.50	\$19.50	\$34.50	\$34.50	
<b>Weekly Staff Meal Cost per Participant</b>		<b>\$4.88</b>	<b>\$4.88</b>	<b>\$8.63</b>	<b>\$8.63</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		<b>Level 4</b>		<b>Level 5</b>	
		Base Model	RC Model	Base Model	RC Model
	Unit of Service	Month	Month	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,217.55	\$1,174.34	\$1,534.60	\$1,478.48
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$175.58</b>	<b>\$169.68</b>	<b>\$218.81</b>	<b>\$211.16</b>
	Total Cost per Participant per Week	\$1,463.13	\$1,414.02	\$1,823.41	\$1,759.64
	<b>Rate per Month per Participant</b>	<b>\$6,362.00</b>	<b>\$6,148.46</b>	<b>\$7,928.58</b>	<b>\$7,651.29</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
<b>Total Rate per Month per Participant</b>	<b>\$7,573.77</b>	<b>\$7,360.23</b>	<b>\$9,140.35</b>	<b>\$8,863.06</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 6	
		Base Model	RC Model
Unit of Service		Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	<b>Weekly Home Manager Cost per Participant</b>	<b>\$808.69</b>	<b>\$771.85</b>
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50
	<i>Staffing</i>		
	- Staff Hours per Residence per Week	300.0	300.0
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	33.0	33.0
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$880.11</b>	<b>\$841.50</b>
	Consultant Costs	- Consultant Hourly Cost	\$121.26
- Number of Consultant Hours per Participant per Year		32	32
Annual Consultant Cost per Participant		\$3,880.32	\$3,896.64
<b>Weekly Consultant Cost per Participant</b>		<b>\$74.62</b>	<b>\$74.94</b>
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	132	132
	- Weekly 8-Hour Shifts	16.5	16.5
	- Weekly Staff Meal Costs	\$49.50	\$49.50
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$12.38</b>	<b>\$12.38</b>	

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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		<b>Level 6</b>	
		Base Model	RC Model
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,805.05	\$1,737.23
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$255.69</b>	<b>\$246.44</b>
	Total Cost per Participant per Week	\$2,130.74	\$2,053.67
	<b>Rate per Month per Participant</b>	<b>\$9,264.91</b>	<b>\$8,929.80</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$10,476.68</b>	<b>\$10,141.57</b>

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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 7	
		Base Model	RC Model
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	<b>Weekly Home Manager Cost per Participant</b>	<b>\$808.69</b>	<b>\$771.85</b>
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50
	<i>Staffing</i>		
	- Staff Hours per Residence per Week		
- Offset for Home Manager Hours	(168.0)	(168.0)	
Allocated Line Staff Hours per Participant per Week	0.0	0.0	
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year		
	Annual Consultant Cost per Participant	\$0.00	\$0.00
	<b>Weekly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	0	0
	- Weekly 8-Hour Shifts	0.0	0.0
	- Weekly Staff Meal Costs	\$0.00	\$0.00
	<b>Weekly Staff Meal Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>

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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Adult Facilities</i>		Level 7	
		Base Model	RC Model
	Unit of Service	Month	Month
Facility	- Annual Mortgage/ Rent Cost		
	- Annual Property Tax Cost		
	- Annual Utilities Cost	\$6,000	\$6,000
	- Annual Newspaper/ Telephone/ Cable/ Internet Cost	\$2,400	\$2,400
	- Annual Repair and Maintenance Cost	\$6,000	\$6,000
	Annual Facility Cost	\$14,400.00	\$14,400.00
	<b>Weekly Facility Cost per Participant</b>	<b>\$69.23</b>	<b>\$69.23</b>
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$907.17	\$877.64
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	<b>Administration Cost (fixed at 4-Bed, Level 6 amount)</b>	<b>\$255.69</b>	<b>\$246.44</b>
	Total Cost per Participant per Week	\$1,232.86	\$1,194.08
	<b>Rate per Month per Participant</b>	<b>\$5,360.74</b>	<b>\$5,192.12</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Children Facilities</i>		Level 2		Level 3	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545	\$168,207	\$160,545
	<b>Weekly Home Manager Cost per Participant</b>	<b>\$808.69</b>	<b>\$771.85</b>	<b>\$808.69</b>	<b>\$771.85</b>
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$20.99	\$20.08
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$24.75	\$23.52
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$27.55	\$26.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$21.32	\$20.39
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$24.52	\$23.45
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	178.8	178.8	191.5	191.5
	- Offset for Home Manager Hours	(168.0)	(168.0)	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	2.7	2.7	5.9	5.9
<b>Weekly Line Staff Cost per Participant</b>	<b>\$66.20</b>	<b>\$63.32</b>	<b>\$144.67</b>	<b>\$138.36</b>	
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	0	0	16	16
	Annual Consultant Cost per Participant	\$0.00	\$0.00	\$1,940.16	\$1,948.32
	<b>Weekly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$37.31</b>	<b>\$37.47</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	11	11	24	24
	- Weekly 8-Hour Shifts	1.4	1.4	2.9	2.9
	- Weekly Staff Meal Costs	\$4.20	\$4.20	\$8.70	\$8.70
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$1.05</b>	<b>\$1.05</b>	<b>\$2.18</b>	<b>\$2.18</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Children Facilities</i>		Level 2		Level 3	
		Base Model	RC Model	Base Model	RC Model
Admin. and Prog. Operations	Unit of Service	Month	Month	Month	Month
	Cost per Week Before Program Operations and Administration	\$905.19	\$872.78	\$1,022.10	\$986.42
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$132.98</b>	<b>\$128.56</b>	<b>\$148.92</b>	<b>\$144.06</b>
	Total Cost per Participant per Week	\$1,108.17	\$1,071.34	\$1,241.02	\$1,200.48
	<b>Rate per Month per Participant</b>	<b>\$4,818.56</b>	<b>\$4,658.42</b>	<b>\$5,396.22</b>	<b>\$5,219.94</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$6,030.33</b>	<b>\$5,870.19</b>	<b>\$6,607.99</b>	<b>\$6,431.71</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Children Facilities</i>		Level 4		Level 5		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Month	Month	Month	Month	
Home Manager	- Home Manager Payment	\$146,000	\$138,700	\$146,000	\$138,700	
	- Benefit Rate (as a percent of wages)	11.56%	12.10%	11.56%	12.10%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545	\$168,207	\$160,545	
<b>Weekly Home Manager Cost per Participant</b>		<b>\$808.69</b>	<b>\$771.85</b>	<b>\$808.69</b>	<b>\$771.85</b>	
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	<i>Regular Time</i>					
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$18.15	\$17.25	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	22.10%	22.85%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$22.82	\$21.82	
	<i>Overtime</i>					
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$27.23	\$25.88	
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$30.31	\$28.80	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$23.19	\$22.17	
	<i>Productivity Assumptions</i>					
	Total Hours	36.35	36.35	36.35	36.35	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	31.74	31.74	31.74	31.74	
	Productivity Adjustment	1.15	1.15	1.15	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$26.67	\$25.50	
	<i>Staffing</i>					
	- Staff Hours per Residence per Week	234.1	234.1	276.6	276.6	
	- Offset for Home Manager Hours	(168.0)	(168.0)	(168.0)	(168.0)	
	Allocated Line Staff Hours per Participant per Week	16.5	16.5	27.2	27.2	
	<b>Weekly Line Staff Cost per Participant</b>		<b>\$404.58</b>	<b>\$386.93</b>	<b>\$725.42</b>	<b>\$693.60</b>
	Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
- Number of Consultant Hours per Participant per Year		24	24	32	32	
Annual Consultant Cost per Participant		\$2,910.24	\$2,922.48	\$3,880.32	\$3,896.64	
<b>Weekly Consultant Cost per Participant</b>		<b>\$55.97</b>	<b>\$56.20</b>	<b>\$74.62</b>	<b>\$74.94</b>	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles per Home per Week	200	250	200	250	
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>	<b>\$29.25</b>	<b>\$36.56</b>	
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00	
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00	
	Weekly Staff Hours (excludes home manager)	66	66	109	109	
	- Weekly 8-Hour Shifts	8.3	8.3	13.6	13.6	
	- Weekly Staff Meal Costs	\$24.90	\$24.90	\$40.80	\$40.80	
<b>Weekly Staff Meal Cost per Participant</b>		<b>\$6.23</b>	<b>\$6.23</b>	<b>\$10.20</b>	<b>\$10.20</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Children Facilities</i>		<b>Level 4</b>		<b>Level 5</b>	
		Base Model	RC Model	Base Model	RC Model
<b>Admin. and Prog. Operations</b>	Unit of Service	Month	Month	Month	Month
	Cost per Week Before Program Operations and Administration	\$1,304.72	\$1,257.77	\$1,648.18	\$1,587.15
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$187.46</b>	<b>\$181.06</b>	<b>\$234.30</b>	<b>\$225.98</b>
	Total Cost per Participant per Week	\$1,562.18	\$1,508.83	\$1,952.48	\$1,883.13
	<b>Rate per Month per Participant</b>	<b>\$6,792.69</b>	<b>\$6,560.72</b>	<b>\$8,489.80</b>	<b>\$8,188.25</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$8,004.46</b>	<b>\$7,772.49</b>	<b>\$9,701.57</b>	<b>\$9,400.02</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Children Facilities</i>		Level 6	
		Base Model	RC Model
Unit of Service		Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	<b>Weekly Home Manager Cost per Participant</b>	<b>\$808.69</b>	<b>\$771.85</b>
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50
	<i>Staffing</i>		
	- Staff Hours per Residence per Week	319.2	319.2
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	37.8	37.8
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$1,008.13</b>	<b>\$963.90</b>
	Consultant Costs	- Consultant Hourly Cost	\$121.26
- Number of Consultant Hours per Participant per Year		32	32
Annual Consultant Cost per Participant		\$3,880.32	\$3,896.64
<b>Weekly Consultant Cost per Participant</b>		<b>\$74.62</b>	<b>\$74.94</b>
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$29.25</b>	<b>\$36.56</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	151	151
	- Weekly 8-Hour Shifts	18.9	18.9
	- Weekly Staff Meal Costs	\$56.70	\$56.70
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$14.18</b>	<b>\$14.18</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 3 or 4 Beds**

<i>Children Facilities</i>		<b>Level 6</b>	
		Base Model	RC Model
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,934.87	\$1,861.43
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$273.39</b>	<b>\$263.38</b>
	Total Cost per Participant per Week	\$2,278.26	\$2,194.81
	<b>Rate per Month per Participant</b>	<b>\$9,906.36</b>	<b>\$9,543.50</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77
<b>Total Rate per Month per Participant</b>	<b>\$11,118.13</b>	<b>\$10,755.27</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 2		Level 3	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545	\$168,207	\$160,545
	<b>Weekly Home Manager Cost per Participant</b>	<b>\$588.13</b>	<b>\$561.35</b>	<b>\$588.13</b>	<b>\$561.35</b>
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$20.99	\$20.08
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$24.75	\$23.52
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$27.55	\$26.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$21.32	\$20.39
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$24.52	\$23.45
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	168.0	168.0	220.0	220.0
	- Offset for Home Manager Hours	(168.0)	(168.0)	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	0.0	0.0	9.5	9.5
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$232.94</b>	<b>\$222.78</b>
	Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26
- Number of Consultant Hours per Participant per Year		0	0	16	16
Annual Consultant Cost per Participant		\$0.00	\$0.00	\$1,940.16	\$1,948.32
<b>Weekly Consultant Cost per Participant</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$37.31</b>	<b>\$37.47</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	0	0	52	52
	- Weekly 8-Hour Shifts	0.0	0.0	6.5	6.5
	- Weekly Staff Meal Costs	\$0.00	\$0.00	\$19.50	\$19.50
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$3.55</b>	<b>\$3.55</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 2		Level 3	
		Base Model	RC Model	Base Model	RC Model
<b>Admin. and Prog. Operations</b>	Unit of Service	Month	Month	Month	Month
	Cost per Week Before Program Operations and Administration	\$609.40	\$587.94	\$883.20	\$851.74
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$92.65</b>	<b>\$89.72</b>	<b>\$129.98</b>	<b>\$125.69</b>
	Total Cost per Participant per Week	\$772.05	\$747.66	\$1,083.18	\$1,047.43
	<b>Rate per Month per Participant</b>	<b>\$3,357.04</b>	<b>\$3,250.99</b>	<b>\$4,709.90</b>	<b>\$4,554.45</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$4,568.81</b>	<b>\$4,462.76</b>	<b>\$5,921.67</b>	<b>\$5,766.22</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 4		Level 5	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545	\$168,207	\$160,545
	<b>Weekly Home Manager Cost per Participant</b>	<b>\$588.13</b>	<b>\$561.35</b>	<b>\$588.13</b>	<b>\$561.35</b>
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$22.82	\$21.82
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$23.19	\$22.17
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$26.67	\$25.50
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	280.0	280.0	340.0	340.0
	- Offset for Home Manager Hours	(168.0)	(168.0)	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	20.4	20.4	31.3	31.3
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$500.21</b>	<b>\$478.38</b>	<b>\$834.77</b>	<b>\$798.15</b>
	Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26
- Number of Consultant Hours per Participant per Year		24	24	32	32
Annual Consultant Cost per Participant		\$2,910.24	\$2,922.48	\$3,880.32	\$3,896.64
<b>Weekly Consultant Cost per Participant</b>		<b>\$55.97</b>	<b>\$56.20</b>	<b>\$74.62</b>	<b>\$74.94</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	112	112	172	172
	- Weekly 8-Hour Shifts	14.0	14.0	21.5	21.5
	- Weekly Staff Meal Costs	\$42.00	\$42.00	\$64.50	\$64.50
	<b>Weekly Staff Meal Cost per Participant</b>	<b>\$7.64</b>	<b>\$7.64</b>	<b>\$11.73</b>	<b>\$11.73</b>



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		<b>Level 4</b>		<b>Level 5</b>	
		Base Model	RC Model	Base Model	RC Model
<b>Admin. and Prog. Operations</b>	Unit of Service	Month	Month	Month	Month
	Cost per Week Before Program Operations and Administration	\$1,173.22	\$1,130.16	\$1,530.52	\$1,472.76
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$169.53</b>	<b>\$163.66</b>	<b>\$218.25</b>	<b>\$210.38</b>
	Total Cost per Participant per Week	\$1,412.75	\$1,363.82	\$1,818.77	\$1,753.14
	<b>Rate per Month per Participant</b>	<b>\$6,142.94</b>	<b>\$5,930.18</b>	<b>\$7,908.40</b>	<b>\$7,623.03</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$7,354.71</b>	<b>\$7,141.95</b>	<b>\$9,120.17</b>	<b>\$8,834.80</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 6	
		Base Model	RC Model
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	<b>Weekly Home Manager Cost per Participant</b>	<b>\$588.13</b>	<b>\$561.35</b>
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50
	<i>Staffing</i>		
	- Staff Hours per Residence per Week	400.0	400.0
- Offset for Home Manager Hours	(168.0)	(168.0)	
Allocated Line Staff Hours per Participant per Week	42.2	42.2	
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$1,125.47</b>	<b>\$1,076.10</b>
Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year	32	32
	Annual Consultant Cost per Participant	\$3,880.32	\$3,896.64
	<b>Weekly Consultant Cost per Participant</b>	<b>\$74.62</b>	<b>\$74.94</b>
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	232	232
	- Weekly 8-Hour Shifts	29.0	29.0
	- Weekly Staff Meal Costs	\$87.00	\$87.00
	<b>Weekly Staff Meal Cost per Participant</b>	<b>\$15.82</b>	<b>\$15.82</b>

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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		<b>Level 6</b>	
		Base Model	RC Model
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,825.31	\$1,754.80
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$258.45</b>	<b>\$248.84</b>
	Total Cost per Participant per Week	\$2,153.76	\$2,073.64
	<b>Rate per Month per Participant</b>	<b>\$9,365.01</b>	<b>\$9,016.63</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$10,576.78</b>	<b>\$10,228.40</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 7	
		Base Model	RC Model
Unit of Service		Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	<b>Weekly Home Manager Cost per Participant</b>	<b>\$588.13</b>	<b>\$561.35</b>
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50
	<i>Staffing</i>		
	- Staff Hours per Residence per Week		
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	0.0	0.0
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>
	Consultant Costs	- Consultant Hourly Cost	\$121.26
- Number of Consultant Hours per Participant per Year			
Annual Consultant Cost per Participant		\$0.00	\$0.00
<b>Weekly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	0	0
	- Weekly 8-Hour Shifts	0.0	0.0
	- Weekly Staff Meal Costs	\$0.00	\$0.00
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Adult Facilities</i>		Level 7	
		Base Model	RC Model
	Unit of Service	Month	Month
Facility	- Annual Mortgage/ Rent Cost		
	- Annual Property Tax Cost		
	- Annual Utilities Cost	\$6,000	\$6,000
	- Annual Newspaper/ Telephone/ Cable/ Internet Cost	\$2,400	\$2,400
	- Annual Repair and Maintenance Cost	\$6,000	\$6,000
	Annual Facility Cost	\$14,400.00	\$14,400.00
	<b>Weekly Facility Cost per Participant</b>	<b>\$50.35</b>	<b>\$50.35</b>
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$659.75	\$638.29
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	<b>Administration Cost (fixed at 6-Bed, Level 6 amount)</b>	<b>\$258.45</b>	<b>\$248.84</b>
	Total Cost per Participant per Week	\$988.20	\$957.13
	<b>Rate per Month per Participant</b>	<b>\$4,296.91</b>	<b>\$4,161.81</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Children Facilities</i>		Level 2		Level 3	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545	\$168,207	\$160,545
	<b>Weekly Home Manager Cost per Participant</b>	<b>\$588.13</b>	<b>\$561.35</b>	<b>\$588.13</b>	<b>\$561.35</b>
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%
	<i>Regular Time</i>				
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$20.99	\$20.08
	<i>Overtime</i>				
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$24.75	\$23.52
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$27.55	\$26.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$21.32	\$20.39
	<i>Productivity Assumptions</i>				
	Total Hours	36.35	36.35	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90
	- Training	0.67	0.67	0.67	0.67
	- Paid Time Off	3.04	3.04	3.04	3.04
	"Billable" Hours	31.74	31.74	31.74	31.74
	Productivity Adjustment	1.15	1.15	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$24.52	\$23.45
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	178.8	178.8	234.1	234.1
	- Offset for Home Manager Hours	(168.0)	(168.0)	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	2.0	2.0	12.0	12.0
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$49.04</b>	<b>\$46.90</b>	<b>\$294.24</b>	<b>\$281.40</b>
	Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26
- Number of Consultant Hours per Participant per Year		0	0	16	16
Annual Consultant Cost per Participant		\$0.00	\$0.00	\$1,940.16	\$1,948.32
<b>Weekly Consultant Cost per Participant</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$37.31</b>	<b>\$37.47</b>
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	11	11	66	66
	- Weekly 8-Hour Shifts	1.4	1.4	8.3	8.3
	- Weekly Staff Meal Costs	\$4.20	\$4.20	\$24.90	\$24.90
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$0.76</b>	<b>\$0.76</b>	<b>\$4.53</b>	<b>\$4.53</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Children Facilities</i>		Level 2		Level 3	
		Base Model	RC Model	Base Model	RC Model
Admin. and Prog. Operations	Unit of Service	Month	Month	Month	Month
	Cost per Week Before Program Operations and Administration	\$659.20	\$635.60	\$945.48	\$911.34
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$99.44</b>	<b>\$96.22</b>	<b>\$138.47</b>	<b>\$133.82</b>
	Total Cost per Participant per Week	\$828.64	\$801.82	\$1,153.95	\$1,115.16
	<b>Rate per Month per Participant</b>	<b>\$3,603.10</b>	<b>\$3,486.49</b>	<b>\$5,017.62</b>	<b>\$4,848.95</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$4,814.87</b>	<b>\$4,698.26</b>	<b>\$6,229.39</b>	<b>\$6,060.72</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Children Facilities</i>		Level 4		Level 5		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Month	Month	Month	Month	
Home Manager	- Home Manager Payment	\$146,000	\$138,700	\$146,000	\$138,700	
	- Benefit Rate (as a percent of wages)	11.56%	12.10%	11.56%	12.10%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545	\$168,207	\$160,545	
<b>Weekly Home Manager Cost per Participant</b>		<b>\$588.13</b>	<b>\$561.35</b>	<b>\$588.13</b>	<b>\$561.35</b>	
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	<i>Regular Time</i>					
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$18.15	\$17.25	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	22.10%	22.85%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$22.82	\$21.82	
	<i>Overtime</i>					
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	\$27.23	\$25.88	
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	7.65%	7.65%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	\$30.31	\$28.80	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	\$23.19	\$22.17	
	<i>Productivity Assumptions</i>					
	Total Hours	36.35	36.35	36.35	36.35	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	31.74	31.74	31.74	31.74	
	Productivity Adjustment	1.15	1.15	1.15	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	\$26.67	\$25.50	
	<i>Staffing</i>					
	- Staff Hours per Residence per Week	297.9	297.9	361.8	361.8	
	- Offset for Home Manager Hours	(168.0)	(168.0)	(168.0)	(168.0)	
	Allocated Line Staff Hours per Participant per Week	23.6	23.6	35.2	35.2	
	<b>Weekly Line Staff Cost per Participant</b>		<b>\$578.67</b>	<b>\$553.42</b>	<b>\$938.78</b>	<b>\$897.60</b>
	Consultant Costs	- Consultant Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77
- Number of Consultant Hours per Participant per Year		24	24	32	32	
Annual Consultant Cost per Participant		\$2,910.24	\$2,922.48	\$3,880.32	\$3,896.64	
<b>Weekly Consultant Cost per Participant</b>		<b>\$55.97</b>	<b>\$56.20</b>	<b>\$74.62</b>	<b>\$74.94</b>	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles per Home per Week	200	250	200	250	
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>	<b>\$21.27</b>	<b>\$26.59</b>	
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00	\$270.00	\$270.00	
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00	\$3.00	\$3.00	
	Weekly Staff Hours (excludes home manager)	130	130	194	194	
	- Weekly 8-Hour Shifts	16.2	16.2	24.2	24.2	
	- Weekly Staff Meal Costs	\$48.60	\$48.60	\$72.60	\$72.60	
<b>Weekly Staff Meal Cost per Participant</b>		<b>\$8.84</b>	<b>\$8.84</b>	<b>\$13.20</b>	<b>\$13.20</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Children Facilities</i>		<b>Level 4</b>		<b>Level 5</b>	
		Base Model	RC Model	Base Model	RC Model
<b>Admin. and Prog. Operations</b>	Unit of Service	Month	Month	Month	Month
	Cost per Week Before Program Operations and Administration	\$1,252.88	\$1,206.40	\$1,636.00	\$1,573.68
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$180.39</b>	<b>\$174.05</b>	<b>\$232.64</b>	<b>\$224.14</b>
	Total Cost per Participant per Week	\$1,503.27	\$1,450.45	\$1,938.64	\$1,867.82
	<b>Rate per Month per Participant</b>	<b>\$6,536.54</b>	<b>\$6,306.87</b>	<b>\$8,429.62</b>	<b>\$8,121.68</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$7,748.31</b>	<b>\$7,518.64</b>	<b>\$9,641.39</b>	<b>\$9,333.45</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Children Facilities</i>		Level 6	
		Base Model	RC Model
Unit of Service		Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	<b>Weekly Home Manager Cost per Participant</b>	<b>\$588.13</b>	<b>\$561.35</b>
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.15	\$17.25
	- Employee Benefit Rate (as a percent of wages)	22.10%	22.85%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.82
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.23	\$25.88
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.31	\$28.80
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.19	\$22.17
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.67	\$25.50
	<i>Staffing</i>		
	- Staff Hours per Residence per Week	425.6	425.6
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	46.8	46.8
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$1,248.16</b>	<b>\$1,193.40</b>
	Consultant Costs	- Consultant Hourly Cost	\$121.26
- Number of Consultant Hours per Participant per Year		32	32
Annual Consultant Cost per Participant		\$3,880.32	\$3,896.64
<b>Weekly Consultant Cost per Participant</b>		<b>\$74.62</b>	<b>\$74.94</b>
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$21.27</b>	<b>\$26.59</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	258	258
	- Weekly 8-Hour Shifts	32.2	32.2
	- Weekly Staff Meal Costs	\$96.60	\$96.60
	<b>Weekly Staff Meal Cost per Participant</b>	<b>\$17.56</b>	<b>\$17.56</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Care Facility - Owner Operated, 5 or 6 Beds**

<i>Children Facilities</i>		<b>Level 6</b>	
		Base Model	RC Model
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,949.74	\$1,873.84
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	<b>Administration Cost per Week per Participant</b>	<b>\$275.42</b>	<b>\$265.07</b>
	Total Cost per Participant per Week	\$2,295.16	\$2,208.91
	<b>Rate per Month per Participant</b>	<b>\$9,979.85</b>	<b>\$9,604.81</b>
	Monthly Allowance for SSI/SSP	\$1,211.77	\$1,211.77
	<b>Total Rate per Month per Participant</b>	<b>\$11,191.62</b>	<b>\$10,816.58</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Adult Residential Facility for Persons w/ Special Health Care Needs**

		Base Model	RC Model
Unit of Service		Month	Month
Size	- Number of Participants		
	- Percent of Direct Care Staff Working Full-Time	70%	70%
Direct Care Staff Wages and Benefits - 'Line' Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.52	\$19.49
	- Employee Benefit Rate (as a percent of wages)	20.43%	21.11%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.46	\$24.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.78	\$29.24
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.26	\$32.54
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.90	\$24.73
	<i>Productivity Assumptions</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.89	0.89
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.71	29.71
	Productivity Adjustment	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$30.04	\$28.69
	<i>Staffing</i>		
	- Staff Hours per Residence per Week		
	- Offset for Lead Staff Hours	(128.0)	(128.0)
	- Offset for Administrator Hours	(20.0)	(20.0)
	Allocated Line Staff Hours per Participant per Week	0.0	0.0
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Adult Residential Facility for Persons w/ Special Health Care Needs**

		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$34.09	\$32.39
	- Employee Benefit Rate (as a percent of wages)	15.34%	15.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.56	\$38.67
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$51.14	\$48.59
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$56.92	\$54.08
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$41.38	\$39.44
	<i>Productivity Assumptions</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.89	0.89
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.71	29.71
	Productivity Adjustment	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$48.00	\$45.75
<i>Staffing</i>			
- Lead Staff Hours per Residence per Week	128.0	128.0	
Allocated Lead Staff Hours per Participant per Week	0.0	0.0	
<b>Weekly Lead Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Administrator	- Specialized Administrator Qualifications	None	None
	- Administrator Hourly Wage	\$39.35	\$37.38
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Weekly Administrator Cost	\$1,877.31	\$1,789.60
<b>Weekly Administrator Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Consultant Costs	- Consultant Hourly Wage	\$121.26	\$121.77
	- Number of Consultant Hours per Participant per Year		
	Annual Consultant Cost per Participant	\$0.00	\$0.00
<b>Weekly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles per Home per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	0	0
	- Weekly 8-Hour Shifts	0.0	0.0
	- Weekly Staff Meal Costs	\$0.00	\$0.00
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Adult Residential Facility for Persons w/ Special Health Care Needs**

		Base Model	RC Model
Unit of Service		Month	Month
Facility	- Annual Mortgage/ Rent Cost		
	- Annual Property Tax Cost		
	- Annual Utilities Cost	\$6,000	\$6,000
	- Annual Newspaper/ Telephone/ Cable/ Internet Cost	\$2,400	\$2,400
	- Annual Repair and Maintenance Cost	\$6,000	\$6,000
	Annual Facility Cost	\$14,400.00	\$14,400.00
<b>Monthly Facility Cost</b>			
Admin. and Prog.	- Program Operations Cost per Week	\$70.00	\$70.00
	<b>Administration Cost (Staff Op., Adult, 4-Bed, Level 6)</b>	<b>\$317.05</b>	<b>\$305.21</b>
	Total Cost per Participant per Week	\$387.05	\$375.21
<b>Total Rate per Month per Participant</b>			

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Enhanced Behavioral Support Home - Facility Cost**

		Base Model	RC Model
Unit of Service		Month	Month
Size	- Facility Capacity		
Administrator	- Specialized Administrator Qualifications	None	None
	- Administrator Hourly Wage	\$39.35	\$37.38
	- Administrator Benefit Rate (as a percent of wages)	15.62%	16.04%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	<b>Monthly Administrator Cost (1 Administrator per Home)</b>	<b>\$8,142.83</b>	<b>\$7,762.41</b>
Facility	- Annual Mortgage/ Rent Cost		
	- Annual Property Tax Cost		
	- Annual Utilities Cost	\$6,000	\$6,000
	- Annual Newspaper/ Telephone/ Cable/ Internet Cost	\$2,400	\$2,400
	- Annual Repair and Maintenance Cost	\$6,000	\$6,000
	Annual Facility Cost	\$14,400.00	\$14,400.00
	<b>Monthly Facility Cost</b>	<b>\$1,200.00</b>	<b>\$1,200.00</b>
Mileage	- Number of Miles per Home per Month		
	Amount per Mile	\$0.585	\$0.585
	<b>Monthly Mileage Cost</b>	<b>\$0.00</b>	<b>\$0.00</b>
Admin. and Prog. Ops.	- Program Operations Cost per Month (200% of standard)	\$0.00	\$0.00
	<b>Administration Cost (Staff Op., Adult, 4-Bed, Level 6)</b>	<b>\$0.00</b>	<b>\$0.00</b>
	<b>Total Facility Cost per Month</b>	<b>\$9,342.83</b>	<b>\$8,962.41</b>
	<b>Facility Cost per Month, per Facility Capacity</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Enhanced Behavioral Support Home - Resident Cost**

		Base Model	RC Model	
Unit of Service		Month	Month	
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39	
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.51	\$25.32	
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.19	\$30.59	
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.83	\$34.05	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$26.98	\$25.76	
	<i>Productivity Assumptions</i>			
	Total Hours	34.60	34.60	
	- Supervision and Other Employer Time	1.75	1.75	
	- Training	1.35	1.35	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.46	28.46	
	Productivity Adjustment	1.22	1.22	
	Staff Cost After Productivity Adj. per Billable Hour	\$32.92	\$31.43	
	<i>Staffing</i>			
- Staff Hours per Participant per Week				
<b>Monthly Line Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>		
Direct Care Staff Wages and Benefits - Lead Staff (168 hours for first resident; 0 hours for add'l residents)	- Direct Care Staff Hourly Wage	\$31.32	\$29.75	
	- Employee Benefit Rate (as a percent of wages)	16.02%	16.47%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.48	\$35.74	
	<i>Productivity Assumptions</i>			
	Total Hours	34.60	34.60	
	- Supervision and Other Employer Time	1.75	1.75	
	- Training	1.35	1.35	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.46	28.46	
	Productivity Adjustment	1.22	1.22	
	Staff Cost After Productivity Adj. per Billable Hour	\$45.73	\$43.60	
	<i>Staffing</i>			
- Staff Hours per Participant per Week				
<b>Monthly Lead Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>		
BCBA Wages and Benefits	- BCBA Hourly Wage	\$58.70	\$55.77	
	- Supervisor Benefit Rate (as a percent of wages)	12.12%	12.35%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
	Hourly Supervision Cost	\$67.96	\$64.69	
	- BCBA Hours per Participant per Month			
<b>Monthly BCBA Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>		
Consultant Costs	- Consultant Hourly Wage	\$121.26	\$121.77	
	- Number of Consultant Hours per Participant per Month			
	<b>Monthly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Food	<b>Monthly Food Cost per Participant</b>	<b>\$270.00</b>	<b>\$270.00</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Enhanced Behavioral Support Home - Resident Cost**

		Base Model	RC Model
Unit of Service		Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Monthly Staff Hours (excludes administrator)	0	0
	- Monthly 8-Hour Shifts	0.0	0.0
	- Monthly Staff Meal Costs	\$0.00	\$0.00
	<b>Monthly Staff Meal Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>
	<b>Total Rate per Month per Participant</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community Crisis Home - Facility Cost**

		Base Model	RC Model
Unit of Service		Month	Month
Size	- Facility Capacity		
Administrator	- Specialized Administrator Qualifications	None	None
	- Administrator Hourly Wage	\$39.35	\$37.38
	- Administrator Benefit Rate (as a percent of wages)	15.62%	16.04%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	<b>Monthly Administrator Cost (1 Administrator per Home)</b>	<b>\$8,142.83</b>	<b>\$7,762.41</b>
Facility	- Annual Mortgage/ Rent Cost		
	- Annual Property Tax Cost		
	- Annual Utilities Cost	\$6,000	\$6,000
	- Annual Newspaper/ Telephone/ Cable/ Internet Cost	\$2,400	\$2,400
	- Annual Repair and Maintenance Cost	\$6,000	\$6,000
	Annual Facility Cost	\$14,400.00	\$14,400.00
	<b>Monthly Facility Cost</b>	<b>\$1,200.00</b>	<b>\$1,200.00</b>
Mileage	- Number of Miles per Home per Month		
	Amount per Mile	\$0.585	\$0.585
	<b>Monthly Mileage Cost</b>	<b>\$0.00</b>	<b>\$0.00</b>
Admin. and Prog. Ops.	- Program Operations Cost per Month (200% of standard)	\$0.00	\$0.00
	<b>Administration Cost (Staff Op., Adult, 4-Bed, Level 6)</b>	<b>\$0.00</b>	<b>\$0.00</b>
	<b>Total Facility Cost per Month</b>	<b>\$9,342.83</b>	<b>\$8,962.41</b>
	<b>Facility Cost per Month, per Facility Capacity</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Crisis Home - Resident Cost**

		Base Model	RC Model	
Unit of Service		Month	Month	
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39	
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.51	\$25.32	
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.19	\$30.59	
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.83	\$34.05	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$26.98	\$25.76	
	<i>Productivity Assumptions</i>			
	Total Hours	34.60	34.60	
	- Supervision and Other Employer Time	1.75	1.75	
	- Training	1.35	1.35	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.46	28.46	
	Productivity Adjustment	1.22	1.22	
	Staff Cost After Productivity Adj. per Billable Hour	\$32.92	\$31.43	
	<i>Staffing</i>			
- Staff Hours per Participant per Week				
<b>Monthly Line Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>		
Direct Care Staff Wages and Benefits - Lead Staff (168 hours for first resident; 0 hours for add'l residents)	- Direct Care Staff Hourly Wage	\$31.32	\$29.75	
	- Employee Benefit Rate (as a percent of wages)	16.02%	16.47%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.48	\$35.74	
	<i>Productivity Assumptions</i>			
	Total Hours	34.60	34.60	
	- Supervision and Other Employer Time	1.75	1.75	
	- Training	1.35	1.35	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.46	28.46	
	Productivity Adjustment	1.22	1.22	
	Staff Cost After Productivity Adj. per Billable Hour	\$45.73	\$43.60	
	<i>Staffing</i>			
	- Staff Hours per Participant per Week			
<b>Monthly Lead Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>		
Consultant Costs	- Consultant Hourly Wage	\$121.26	\$121.77	
	- Number of Consultant Hours per Participant per Month			
	<b>Monthly Consultant Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Food	<b>Monthly Food Cost per Participant</b>	<b>\$270.00</b>	<b>\$270.00</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Community Crisis Home - Resident Cost**

		Base Model	RC Model
Unit of Service		Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Monthly Staff Hours (excludes administrator)	0	0
	- Monthly 8-Hour Shifts	0.0	0.0
	- Monthly Staff Meal Costs	\$0.00	\$0.00
	<b>Monthly Staff Meal Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total Rate per Month per Participant</b>			

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Supported Living-Community**

		Base Model	RC Model	
Unit of Service		Month	Month	
Size	- Number of Participants			
	- Percent of Direct Care Staff Working Full-Time	70%	70%	
Direct Care Staff Wages and Benefits - 'Line' Staff	<i>Regular Time</i>			
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	
	<i>Overtime</i>			
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$24.75	\$23.52	
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.55	\$26.18	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$21.32	\$20.39	
	<i>Productivity Assumptions</i>			
	Total Hours	36.35	36.35	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	31.74	31.74	
	Productivity Adjustment	1.15	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$24.52	\$23.45	
	<i>Staffing</i>			
	- Staff Hours per Residence per Week			
	- Offset for Lead Staff Hours	(56.0)	(56.0)	
	Allocated Line Staff Hours per Participant per Week	0.0	0.0	
	<b>Weekly Line Staff Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
		- Direct Care Staff Hourly Wage	\$18.57	\$17.64
- Employee Benefit Rate (as a percent of wages)		21.78%	22.52%	
- Workers' Compensation Rate (as a percent of wages)		3.65%	3.65%	
Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$23.29	\$22.26	
<i>Overtime</i>				
- Direct Care Staff Hourly Overtime Wage (time-and-a-half)		\$27.86	\$26.46	
- Employee Benefit Rate (payroll taxes only)		7.65%	7.65%	
- Workers' Compensation Rate (as a percent of wages)		3.65%	3.65%	
Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$31.01	\$29.45	
- Overtime Rate (percent of work hours paid at time-and-a-half)		5.00%	5.00%	
Weighted Average Hourly Staff Cost Before Productivity Adj.		\$23.68	\$22.62	
<i>Productivity Assumptions</i>				
Total Hours		36.35	36.35	
- Supervision and Other Employer Time		0.90	0.90	
- Training		0.67	0.67	
- Paid Time Off		3.04	3.04	
"Billable" Hours		31.74	31.74	
Productivity Adjustment		1.15	1.15	
Staff Cost After Productivity Adj. per Billable Hour		\$27.23	\$26.01	
<i>Staffing</i>				
- Lead Staff Hours per Residence per Week		56.0	56.0	
Allocated Lead Staff Hours per Participant per Week		0.0	0.0	
<b>Weekly Lead Staff Cost per Participant</b>		<b>\$0.00</b>	<b>\$0.00</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Supported Living-Community**

		Base Model	RC Model
Unit of Service		Month	Month
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Supervisor Cost (wages + benefits)	\$31.23	\$29.83
	- Supervisor Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Supervisor Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Supervisor Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Supervisor Cost	\$31.78	\$30.34
Weekly Supervision Cost	\$1,271.20	\$1,213.60	
<b>Weekly Supervisor Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Mileage	Amount per Mile	\$0.585	\$0.585
	- Number of Miles Traveled per Vehicle per Week	200	250
	<b>Weekly Mileage Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (Line & Lead Staff)	56	56
	- Weekly 8-Hour Shifts	7.0	7.0
	- Weekly Staff Meal Costs	\$21.00	\$21.00
<b>Weekly Staff Meal Cost per Participant</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Admin. and Prog. Operations	- Program Operations Cost per Week	\$70.00	\$70.00
	<b>Administration Cost (Staff Op., Adult, 6-Bed, Level 4)</b>	<b>\$200.27</b>	<b>\$193.20</b>
Total Cost per Participant per Week		\$270.27	\$263.20
<b>Total Rate per Month per Participant</b>			

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Family Home Agency**

		Level 1		Level 2	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Recruitment	- Recruiter Hourly Wage	\$26.33	\$25.01	\$26.33	\$25.01
	- Employee Benefit Rate (as a percent of wages)	17.61%	18.14%	17.61%	18.14%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Recruiter Cost (wages + benefits)	\$66,473.59	\$63,417.05	\$66,473.59	\$63,417.05
	- Number of Home Recruitments per Recruiter per Year	24	24	24	24
	Recruiter Cost per Home Recruitment	\$2,769.73	\$2,642.38	\$2,769.73	\$2,642.38
	-Average Number of Years that a Home Provides Care	5.0	5.0	5.0	5.0
<b>Amortized Annual Recruitment Cost per Home</b>		<b>\$553.95</b>	<b>\$528.48</b>	<b>\$553.95</b>	<b>\$528.48</b>
Home Coordinator	- Home Coordinator Hourly Wage	\$22.37	\$21.25	\$22.37	\$21.25
	- Employee Benefit Rate (as a percent of wages)	19.38%	20.00%	19.38%	20.00%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Home Coordinator Cost (wages + benefits)	\$57,300.41	\$54,705.85	\$57,300.41	\$54,705.85
	- Home Coordinator Caseload	15	15	12	12
<b>Annual Home Coordinator Cost per Home</b>		<b>\$3,820.03</b>	<b>\$3,647.06</b>	<b>\$4,775.03</b>	<b>\$4,558.82</b>
Home Coordinator Mileage	- Annual Home Coordinator Miles	10,800	13,500	10,800	13,500
	- Annual Home Coordinator Miles per Home	720	900	900	1,125
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	<b>Home Coordinator Mileage Cost per Home</b>	<b>\$421.20</b>	<b>\$526.50</b>	<b>\$526.50</b>	<b>\$658.13</b>
Home Recruiter Mileage	- Annual Home Recruiter Miles	5,200	6,500	5,200	6,500
	- Annual Home Recruiter Miles per Home	217	271	217	271
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	<b>Home Recruiter Mileage Cost per Home</b>	<b>\$126.75</b>	<b>\$158.44</b>	<b>\$126.75</b>	<b>\$158.44</b>
Agency Staffing Mileage	- Annual Agency Staff Miles	5,200	6,500	5,200	6,500
	- Annual Agency Staff Miles per Billable Hour	4.0	5.2	4.0	5.2
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	<b>Agency Staff Mileage Cost per Home</b>	<b>\$222.96</b>	<b>\$289.22</b>	<b>\$334.43</b>	<b>\$433.84</b>
Trainer	- Trainer Hourly Wage	\$22.37	\$21.25	\$22.37	\$21.25
	- Employee Benefit Rate (as a percent of wages)	19.38%	20.00%	19.38%	20.00%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Trainer Cost (wages + benefits)	\$57,300.41	\$54,705.85	\$57,300.41	\$54,705.85
	- Number of Home per Full-Time Trainer	50	50	50	50
<b>Annual Trainer Cost per Home</b>		<b>\$1,146.01</b>	<b>\$1,094.12</b>	<b>\$1,146.01</b>	<b>\$1,094.12</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Family Home Agency**

		Level 1		Level 2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Month	Month	Month	Month	
Agency-Provided Staffing	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$20.99	\$20.08	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	3.86	4.83	3.86	4.83	
	- Recordkeeping and Reporting	0.97	0.94	0.97	0.94	
	- Supervision and Other Employer Time	0.90	0.87	0.90	0.87	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	25.16	24.25	25.16	24.25	
	Productivity Factor	1.38	1.43	1.38	1.43	
	Staff Cost After Productivity Adj. per Billable Hour	\$28.97	\$28.71	\$28.97	\$28.71	
	- Number of Agency-Provided In-Home Staff Hours per Month	8	8	12	12	
<b>Annual Cost of Agency-Provided In-Home Staffing per Home</b>	<b>\$2,781.12</b>	<b>\$2,756.16</b>	<b>\$4,171.68</b>	<b>\$4,134.24</b>		
Consultant Costs	- Consultant Hourly Wage	\$121.26	\$121.77	\$121.26	\$121.77	
	- Number of Consultant Hours per Home per Year	0	0	16	16	
	<b>Annual Consultant Cost per Home</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,940.16</b>	<b>\$1,948.32</b>	
Home Payment	- Daily Payment to Family Home per Participant	\$70.00	\$66.50	\$85.00	\$80.75	
	<b>Annual Payment per Participant</b>	<b>\$25,567.50</b>	<b>\$24,289.13</b>	<b>\$31,046.25</b>	<b>\$29,493.94</b>	
Admin. and Prog. Operations	- Annual Program Operations Cost	\$3,650.00	\$3,650.00	\$3,650.00	\$3,650.00	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Annual Administration Cost</b>	<b>\$5,221.30</b>	<b>\$5,037.15</b>	<b>\$6,582.38</b>	<b>\$6,362.50</b>	
Total Annual Cost per Participant		\$43,510.82	\$41,976.26	\$54,853.14	\$53,020.83	
<b>Total Rate per Month per Participant</b>		<b>\$3,625.90</b>	<b>\$3,498.02</b>	<b>\$4,571.10</b>	<b>\$4,418.40</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Family Home Agency**

		Level 3		Level 4	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Recruitment	- Recruiter Hourly Wage	\$26.33	\$25.01	\$26.33	\$25.01
	- Employee Benefit Rate (as a percent of wages)	17.61%	18.14%	17.61%	18.14%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Recruiter Cost (wages + benefits)	\$66,473.59	\$63,417.05	\$66,473.59	\$63,417.05
	- Number of Home Recruitments per Recruiter per Year	24	24	24	24
	Recruiter Cost per Home Recruitment	\$2,769.73	\$2,642.38	\$2,769.73	\$2,642.38
	-Average Number of Years that a Home Provides Care	5.0	5.0	5.0	5.0
<b>Amortized Annual Recruitment Cost per Home</b>		<b>\$553.95</b>	<b>\$528.48</b>	<b>\$553.95</b>	<b>\$528.48</b>
Home Coordinator	- Home Coordinator Hourly Wage	\$22.37	\$21.25	\$22.37	\$21.25
	- Employee Benefit Rate (as a percent of wages)	19.38%	20.00%	19.38%	20.00%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Home Coordinator Cost (wages + benefits)	\$57,300.41	\$54,705.85	\$57,300.41	\$54,705.85
	- Home Coordinator Caseload	10	10	8	8
<b>Annual Home Coordinator Cost per Home</b>		<b>\$5,730.04</b>	<b>\$5,470.59</b>	<b>\$7,162.55</b>	<b>\$6,838.23</b>
Home Coordinator Mileage	- Annual Home Coordinator Miles	10,800	13,500	10,800	13,500
	- Annual Home Coordinator Miles per Home	1,080	1,350	1,350	1,688
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	<b>Home Coordinator Mileage Cost per Home</b>	<b>\$631.80</b>	<b>\$789.75</b>	<b>\$789.75</b>	<b>\$987.19</b>
Home Recruiter Mileage	- Annual Home Recruiter Miles	5,200	6,500	5,200	6,500
	- Annual Home Recruiter Miles per Home	217	271	217	271
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	<b>Home Recruiter Mileage Cost per Home</b>	<b>\$126.75</b>	<b>\$158.44</b>	<b>\$126.75</b>	<b>\$158.44</b>
Agency Staffing Mileage	- Annual Agency Staff Miles	5,200	6,500	5,200	6,500
	- Annual Agency Staff Miles per Billable Hour	4.0	5.2	4.0	5.2
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	<b>Agency Staff Mileage Cost per Home</b>	<b>\$445.91</b>	<b>\$578.45</b>	<b>\$557.39</b>	<b>\$723.06</b>
Trainer	- Trainer Hourly Wage	\$22.37	\$21.25	\$22.37	\$21.25
	- Employee Benefit Rate (as a percent of wages)	19.38%	20.00%	19.38%	20.00%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Trainer Cost (wages + benefits)	\$57,300.41	\$54,705.85	\$57,300.41	\$54,705.85
	- Number of Home per Full-Time Trainer	50	50	50	50
<b>Annual Trainer Cost per Home</b>		<b>\$1,146.01</b>	<b>\$1,094.12</b>	<b>\$1,146.01</b>	<b>\$1,094.12</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Family Home Agency**

		Level 3		Level 4		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Month	Month	Month	Month	
Agency-Provided Staffing	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$20.99	\$20.08	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	3.86	4.83	3.86	4.83	
	- Recordkeeping and Reporting	0.97	0.94	0.97	0.94	
	- Supervision and Other Employer Time	0.90	0.87	0.90	0.87	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	25.16	24.25	25.16	24.25	
	Productivity Factor	1.38	1.43	1.38	1.43	
	Staff Cost After Productivity Adj. per Billable Hour	\$28.97	\$28.71	\$28.97	\$28.71	
	- Number of Agency-Provided In-Home Staff Hours per Month	16	16	20	20	
	<b>Annual Cost of Agency-Provided In-Home Staffing per Home</b>	<b>\$5,562.24</b>	<b>\$5,512.32</b>	<b>\$6,952.80</b>	<b>\$6,890.40</b>	
Consultant Costs	- Consultant Hourly Wage	\$121.26	\$121.77	\$121.26	\$121.77	
	- Number of Consultant Hours per Home per Year	24	24	32	32	
	<b>Annual Consultant Cost per Home</b>	<b>\$2,910.24</b>	<b>\$2,922.48</b>	<b>\$3,880.32</b>	<b>\$3,896.64</b>	
Home Payment	- Daily Payment to Family Home per Participant	\$100.00	\$95.00	\$120.00	\$114.00	
	<b>Annual Payment per Participant</b>	<b>\$36,525.00</b>	<b>\$34,698.75</b>	<b>\$43,830.00</b>	<b>\$41,638.50</b>	
Admin. and Prog. Operations	- Annual Program Operations Cost	\$3,650.00	\$3,650.00	\$3,650.00	\$3,650.00	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Annual Administration Cost</b>	<b>\$7,811.17</b>	<b>\$7,555.01</b>	<b>\$9,361.30</b>	<b>\$9,055.24</b>	
Total Annual Cost per Participant		\$65,093.11	\$62,958.39	\$78,010.82	\$75,460.30	
<b>Total Rate per Month per Participant</b>		<b>\$5,424.43</b>	<b>\$5,246.53</b>	<b>\$6,500.90</b>	<b>\$6,288.36</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Family Home Agency**

		Level 5		Level 6	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Month	Month	Month	Month
Recruitment	- Recruiter Hourly Wage	\$26.33	\$25.01	\$26.33	\$25.01
	- Employee Benefit Rate (as a percent of wages)	17.61%	18.14%	17.61%	18.14%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Recruiter Cost (wages + benefits)	\$66,473.59	\$63,417.05	\$66,473.59	\$63,417.05
	- Number of Home Recruitments per Recruiter per Year	24	24	24	24
	Recruiter Cost per Home Recruitment	\$2,769.73	\$2,642.38	\$2,769.73	\$2,642.38
	-Average Number of Years that a Home Provides Care	5.0	5.0	5.0	5.0
<b>Amortized Annual Recruitment Cost per Home</b>		<b>\$553.95</b>	<b>\$528.48</b>	<b>\$553.95</b>	<b>\$528.48</b>
Home Coordinator	- Home Coordinator Hourly Wage	\$22.37	\$21.25	\$22.37	\$21.25
	- Employee Benefit Rate (as a percent of wages)	19.38%	20.00%	19.38%	20.00%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Home Coordinator Cost (wages + benefits)	\$57,300.41	\$54,705.85	\$57,300.41	\$54,705.85
	- Home Coordinator Caseload	6	6	6	6
<b>Annual Home Coordinator Cost per Home</b>		<b>\$9,550.07</b>	<b>\$9,117.64</b>	<b>\$9,550.07</b>	<b>\$9,117.64</b>
Home Coordinator Mileage	- Annual Home Coordinator Miles	10,800	13,500	10,800	13,500
	- Annual Home Coordinator Miles per Home	1,800	2,250	1,800	2,250
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	<b>Home Coordinator Mileage Cost per Home</b>	<b>\$1,053.00</b>	<b>\$1,316.25</b>	<b>\$1,053.00</b>	<b>\$1,316.25</b>
Home Recruiter Mileage	- Annual Home Recruiter Miles	5,200	6,500	5,200	6,500
	- Annual Home Recruiter Miles per Home	217	271	217	271
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	<b>Home Recruiter Mileage Cost per Home</b>	<b>\$126.75</b>	<b>\$158.44</b>	<b>\$126.75</b>	<b>\$158.44</b>
Agency Staffing Mileage	- Annual Agency Staff Miles	5,200	6,500	5,200	6,500
	- Annual Agency Staff Miles per Billable Hour	4.0	5.2	4.0	5.2
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585
	<b>Agency Staff Mileage Cost per Home</b>	<b>\$668.87</b>	<b>\$867.67</b>	<b>\$668.87</b>	<b>\$867.67</b>
Trainer	- Trainer Hourly Wage	\$22.37	\$21.25	\$22.37	\$21.25
	- Employee Benefit Rate (as a percent of wages)	19.38%	20.00%	19.38%	20.00%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%
	Annual Trainer Cost (wages + benefits)	\$57,300.41	\$54,705.85	\$57,300.41	\$54,705.85
	- Number of Home per Full-Time Trainer	50	50	50	50
<b>Annual Trainer Cost per Home</b>		<b>\$1,146.01</b>	<b>\$1,094.12</b>	<b>\$1,146.01</b>	<b>\$1,094.12</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Family Home Agency**

		Level 5		Level 6		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Month	Month	Month	Month	
Agency-Provided Staffing	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.99	\$20.08	\$20.99	\$20.08	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	3.86	4.83	3.86	4.83	
	- Recordkeeping and Reporting	0.97	0.94	0.97	0.94	
	- Supervision and Other Employer Time	0.90	0.87	0.90	0.87	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	25.16	24.25	25.16	24.25	
	Productivity Factor	1.38	1.43	1.38	1.43	
	Staff Cost After Productivity Adj. per Billable Hour	\$28.97	\$28.71	\$28.97	\$28.71	
	- Number of Agency-Provided In-Home Staff Hours per Month	24	24	24	24	
	<b>Annual Cost of Agency-Provided In-Home Staffing per Home</b>	<b>\$8,343.36</b>	<b>\$8,268.48</b>	<b>\$8,343.36</b>	<b>\$8,268.48</b>	
Consultant Costs	- Consultant Hourly Wage	\$121.26	\$121.77	\$121.26	\$121.77	
	- Number of Consultant Hours per Home per Year	36	36	40	40	
	<b>Annual Consultant Cost per Home</b>	<b>\$4,365.36</b>	<b>\$4,383.72</b>	<b>\$4,850.40</b>	<b>\$4,870.80</b>	
Home Payment	- Daily Payment to Family Home per Participant	\$140.00	\$133.00	\$200.00	\$190.00	
	<b>Annual Payment per Participant</b>	<b>\$51,135.00</b>	<b>\$48,578.25</b>	<b>\$73,050.00</b>	<b>\$69,397.50</b>	
Admin. and Prog. Operations	- Annual Program Operations Cost	\$3,650.00	\$3,650.00	\$3,650.00	\$3,650.00	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Annual Administration Cost</b>	<b>\$10,989.87</b>	<b>\$10,631.33</b>	<b>\$14,044.42</b>	<b>\$13,536.73</b>	
Total Annual Cost per Participant		\$91,582.24	\$88,594.38	\$117,036.83	\$112,806.11	
<b>Total Rate per Month per Participant</b>		<b>\$7,631.85</b>	<b>\$7,382.87</b>	<b>\$9,753.07</b>	<b>\$9,400.51</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Supplemental Residential Prog. Supp.**

		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.59	\$19.69	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	29.99	29.99	
	Productivity Factor	1.15	1.15	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$23.68</b>	<b>\$22.64</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
	Hourly Supervisor Cost (wages + benefits)	\$31.23	\$29.83	
	Weekly Supervision Cost	\$1,249.20	\$1,193.20	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$4.17</b>	<b>\$3.98</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$27.85	\$26.62	
	- Daily Program Operations Costs	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	6.0%	6.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$1.78</b>	<b>\$1.70</b>	
<b>Rate per Billable Hour</b>	<b>\$29.63</b>	<b>\$28.32</b>		

Vendor Rate Study  
Development of Rate Models  
Kern Regional Center

# **Day and Employment Services**

Prepared for Department of Developmental Services

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community-Based Day Programs, Center/Facility**

		1:2		1:3		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.75	\$20.80	\$21.75	\$20.80	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	0.77	0.77	0.97	0.97	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	28.25	28.25	28.05	28.05	
	Productivity Factor	1.22	1.22	1.23	1.23	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	2.0	2.0	3.0	3.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76	2.64	2.64	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$15.08</b>	<b>\$14.42</b>	<b>\$10.13</b>	<b>\$9.69</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	1,320	1,320	
Facility	- Square Feet of Service Space per Participant	75	75	75	75	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost per Participant	\$1,125.00	\$900.00	\$1,125.00	\$900.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.85</b>	<b>\$0.68</b>	<b>\$0.85</b>	<b>\$0.68</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33	\$31.76	\$30.33	
	Weekly Supervision Cost	\$1,270.40	\$1,213.20	\$1,270.40	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>		<b>\$2.56</b>	<b>\$2.44</b>	<b>\$1.72</b>	<b>\$1.64</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$18.49	\$17.54	\$12.70	\$12.01	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.15</b>	<b>\$2.15</b>	<b>\$1.43</b>	<b>\$1.43</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$2.81</b>	<b>\$2.69</b>	<b>\$1.93</b>	<b>\$1.83</b>	
<b>Rate per Billable Hour</b>		<b>\$23.45</b>	<b>\$22.38</b>	<b>\$16.06</b>	<b>\$15.27</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community-Based Day Programs, Center/Facility**

		1:4		1:5		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.75	\$20.80	\$21.75	\$20.80	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	1.16	1.16	1.35	1.35	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	27.86	27.86	27.67	27.67	
	Productivity Factor	1.24	1.24	1.25	1.25	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	4.0	4.0	5.0	5.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	3.52	3.52	4.40	4.40	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$7.66</b>	<b>\$7.33</b>	<b>\$6.18</b>	<b>\$5.91</b>	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Participant Attendance		220.0	220.0	220.0	220.0	
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,320	1,320	1,320	1,320	
Facility	- Square Feet of Service Space per Participant	75	75	75	75	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost per Participant	\$1,125.00	\$900.00	\$1,125.00	\$900.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.85</b>	<b>\$0.68</b>	<b>\$0.85</b>	<b>\$0.68</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33	\$31.76	\$30.33	
	Weekly Supervision Cost	\$1,270.40	\$1,213.20	\$1,270.40	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$1.30</b>	<b>\$1.24</b>	<b>\$1.04</b>	<b>\$1.00</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$9.81	\$9.25	\$8.07	\$7.59	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.08</b>	<b>\$1.08</b>	<b>\$0.86</b>	<b>\$0.86</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$1.49</b>	<b>\$1.41</b>	<b>\$1.22</b>	<b>\$1.15</b>	
<b>Rate per Billable Hour</b>	<b>\$12.38</b>	<b>\$11.74</b>	<b>\$10.15</b>	<b>\$9.60</b>		



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community-Based Day Programs, Center/Facility**

		1:6		1:7		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.75	\$20.80	\$21.75	\$20.80	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	1.54	1.54	1.74	1.74	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	27.48	27.48	27.28	27.28	
	Productivity Factor	1.26	1.26	1.27	1.27	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	6.0	6.0	7.0	7.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	5.28	5.28	6.16	6.16	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$5.19</b>	<b>\$4.96</b>	<b>\$4.48</b>	<b>\$4.29</b>	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Participant Attendance		220.0	220.0	220.0	220.0	
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,320	1,320	1,320	1,320	
Facility	- Square Feet of Service Space per Participant	75	75	75	75	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost per Participant	\$1,125.00	\$900.00	\$1,125.00	\$900.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.85</b>	<b>\$0.68</b>	<b>\$0.85</b>	<b>\$0.68</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33	\$31.76	\$30.33	
	Weekly Supervision Cost	\$1,270.40	\$1,213.20	\$1,270.40	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$0.88</b>	<b>\$0.84</b>	<b>\$0.76</b>	<b>\$0.72</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$6.92	\$6.48	\$6.09	\$5.69	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.72</b>	<b>\$0.72</b>	<b>\$0.61</b>	<b>\$0.61</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$1.04</b>	<b>\$0.98</b>	<b>\$0.91</b>	<b>\$0.86</b>	
<b>Rate per Billable Hour</b>	<b>\$8.68</b>	<b>\$8.18</b>	<b>\$7.61</b>	<b>\$7.16</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community-Based Day Programs, Center/Facility**

		1:8		1:9		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.75	\$20.80	\$21.75	\$20.80	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	1.94	1.94	2.12	2.12	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	27.08	27.08	26.90	26.90	
	Productivity Factor	1.28	1.28	1.29	1.29	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	8.0	8.0	9.0	9.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	7.04	7.04	7.92	7.92	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$3.95</b>	<b>\$3.78</b>	<b>\$3.54</b>	<b>\$3.39</b>	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Participant Attendance		220.0	220.0	220.0	220.0	
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,320	1,320	1,320	1,320	
Facility	- Square Feet of Service Space per Participant	75	75	75	75	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost per Participant	\$1,125.00	\$900.00	\$1,125.00	\$900.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.85</b>	<b>\$0.68</b>	<b>\$0.85</b>	<b>\$0.68</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33	\$31.76	\$30.33	
	Weekly Supervision Cost	\$1,270.40	\$1,213.20	\$1,270.40	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$0.67</b>	<b>\$0.64</b>	<b>\$0.60</b>	<b>\$0.57</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$5.47	\$5.10	\$4.99	\$4.64	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.54</b>	<b>\$0.54</b>	<b>\$0.48</b>	<b>\$0.48</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$0.82</b>	<b>\$0.77</b>	<b>\$0.75</b>	<b>\$0.70</b>	
<b>Rate per Billable Hour</b>	<b>\$6.83</b>	<b>\$6.41</b>	<b>\$6.22</b>	<b>\$5.82</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community-Based Day Programs, Center/Facility**

		<b>1:10</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.75	\$20.80	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	
	- Recordkeeping and Reporting	2.32	2.32	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	26.70	26.70	
	Productivity Factor	1.30	1.30	
	Staffing Ratio			
	- Group Size (Participants per Direct Care Staff)	10.0	10.0	
	- Participant Attendance Rate	88%	88%	
- Adjusted Weighted Avg. of No. of Participants per Staff	8.80	8.80		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$3.21</b>	<b>\$3.07</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	
Facility	- Square Feet of Service Space per Participant	75	75	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost per Participant	\$1,125.00	\$900.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.85</b>	<b>\$0.68</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33	
	Weekly Supervision Cost	\$1,270.40	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>		<b>\$0.54</b>	<b>\$0.52</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$4.60	\$4.27	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.43</b>	<b>\$0.43</b>	
	- Administration Percent	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$0.69</b>	<b>\$0.64</b>	
<b>Rate per Billable Hour</b>		<b>\$5.72</b>	<b>\$5.34</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community-Based Day Programs, Community**

		1:2		1:3		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time					
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.75	\$20.80	\$21.75	\$20.80	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	0.77	0.77	0.97	0.97	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	28.25	28.25	28.05	28.05	
	Productivity Factor	1.22	1.22	1.23	1.23	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	2.0	2.0	3.0	3.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76	2.64	2.64		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$15.08</b>	<b>\$14.42</b>	<b>\$10.13</b>	<b>\$9.69</b>		
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	1.76	1.76	2.64	2.64	
	Allocated Miles per Participant per Week	142.1	177.8	94.7	118.6	
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$4,154.96	\$5,201.82	\$2,769.98	\$3,467.88	
<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$3.15</b>	<b>\$3.94</b>	<b>\$2.10</b>	<b>\$2.63</b>		
Facility	- Square Feet of Service Space per Participant	75	75	75	75	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost per Participant	\$1,125.00	\$900.00	\$1,125.00	\$900.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.85</b>	<b>\$0.68</b>	<b>\$0.85</b>	<b>\$0.68</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33	\$31.76	\$30.33	
	Weekly Supervision Cost	\$1,270.40	\$1,213.20	\$1,270.40	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$2.56</b>	<b>\$2.44</b>	<b>\$1.72</b>	<b>\$1.64</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$21.64	\$21.48	\$14.80	\$14.64	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.15</b>	<b>\$2.15</b>	<b>\$1.43</b>	<b>\$1.43</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$3.24</b>	<b>\$3.22</b>	<b>\$2.21</b>	<b>\$2.19</b>	
<b>Rate per Billable Hour</b>	<b>\$27.03</b>	<b>\$26.85</b>	<b>\$18.44</b>	<b>\$18.26</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community-Based Day Programs, Community**

		1:4		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time			
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.75	\$20.80	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	
	- Recordkeeping and Reporting	0.97	0.97	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.05	28.05	
	Productivity Factor	1.23	1.23	
	Staffing Ratio			
	- Group Size (Participants per Direct Care Staff)	4.0	4.0	
- Participant Attendance Rate	88%	88%		
- Adjusted Weighted Avg. of No. of Participants per Staff	3.52	3.52		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$7.60</b>	<b>\$7.27</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	
	- Number of Participants per Vehicle	3.52	3.52	
	Allocated Miles per Participant per Week	71.0	88.9	
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$2,077.34	\$2,600.91	
<b>Mileage Cost per Participant per Billable Hour</b>		<b>\$1.57</b>	<b>\$1.97</b>	
Facility	- Square Feet of Service Space per Participant	75	75	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost per Participant	\$1,125.00	\$900.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.85</b>	<b>\$0.68</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33	
	Weekly Supervision Cost	\$1,270.40	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>		<b>\$1.29</b>	<b>\$1.23</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$11.31	\$11.15	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.08</b>	<b>\$1.08</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$1.69</b>	<b>\$1.67</b>	
<b>Rate per Billable Hour</b>		<b>\$14.08</b>	<b>\$13.90</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community-Based Day Programs, Community Only**

		1:2		1:3		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time					
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.75	\$20.80	\$21.75	\$20.80	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	0.77	0.77	0.97	0.97	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	28.25	28.25	28.05	28.05	
	Productivity Factor	1.22	1.22	1.23	1.23	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	2.0	2.0	3.0	3.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76	2.64	2.64		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$15.08</b>	<b>\$14.42</b>	<b>\$10.13</b>	<b>\$9.69</b>		
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	1.76	1.76	2.64	2.64	
	Allocated Miles per Participant per Week	142.1	177.8	94.7	118.6	
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$4,154.96	\$5,201.82	\$2,769.98	\$3,467.88	
<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$3.15</b>	<b>\$3.94</b>	<b>\$2.10</b>	<b>\$2.63</b>		
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33	\$31.76	\$30.33	
	Weekly Supervision Cost	\$1,270.40	\$1,213.20	\$1,270.40	\$1,213.20	
- Number of Direct Care Staff Supervised	10	10	10	10		
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$2.56</b>	<b>\$2.44</b>	<b>\$1.72</b>	<b>\$1.64</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$20.79	\$20.80	\$13.95	\$13.96	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.15</b>	<b>\$2.15</b>	<b>\$1.43</b>	<b>\$1.43</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$3.13</b>	<b>\$3.13</b>	<b>\$2.10</b>	<b>\$2.10</b>	
<b>Rate per Billable Hour</b>	<b>\$26.07</b>	<b>\$26.08</b>	<b>\$17.48</b>	<b>\$17.49</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Community-Based Day Programs, Community Only**

		1:4		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time			
	- Direct Care Staff Hourly Wage	\$16.87	\$16.03	
	- Employee Benefit Rate (as a percent of wages)	23.20%	24.02%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.75	\$20.80	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	
	- Recordkeeping and Reporting	0.97	0.97	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.05	28.05	
	Productivity Factor	1.23	1.23	
	Staffing Ratio			
	- Group Size (Participants per Direct Care Staff)	4.0	4.0	
- Participant Attendance Rate	88%	88%		
- Adjusted Weighted Avg. of No. of Participants per Staff	3.52	3.52		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$7.60</b>	<b>\$7.27</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	
	- Number of Participants per Vehicle	3.52	3.52	
	Allocated Miles per Participant per Week	71.0	88.9	
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$2,077.34	\$2,600.91	
<b>Mileage Cost per Participant per Billable Hour</b>		<b>\$1.57</b>	<b>\$1.97</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33	
	Weekly Supervision Cost	\$1,270.40	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>		<b>\$1.29</b>	<b>\$1.23</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$10.46	\$10.47	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.08</b>	<b>\$1.08</b>	
	- Administration Percent	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$1.57</b>	<b>\$1.58</b>	
<b>Rate per Billable Hour</b>		<b>\$13.11</b>	<b>\$13.13</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Behavior Management, Center/Facility**

		1:2		1:3		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39	\$21.46	\$20.39	
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%	19.87%	20.51%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.96	\$25.74	\$26.96	\$25.74	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	
	- Recordkeeping and Reporting	0.77	0.77	0.96	0.96	
	- Supervision and Other Employer Time	1.78	1.78	1.78	1.78	
	- Training	0.96	0.96	0.96	0.96	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	27.09	27.09	26.90	26.90	
	Productivity Factor	1.28	1.28	1.29	1.29	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	2.0	2.0	3.0	3.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76	2.64	2.64		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$19.61</b>	<b>\$18.72</b>	<b>\$13.17</b>	<b>\$12.58</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	1,320	1,320	
Facility	- Square Feet of Service Space per Participant	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00	\$1,500.00	\$1,200.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.14</b>	<b>\$0.91</b>	<b>\$1.14</b>	<b>\$0.91</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Weekly Supervision Cost	\$1,270.28	\$1,213.20	\$1,270.28	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>		<b>\$2.66</b>	<b>\$2.54</b>	<b>\$1.79</b>	<b>\$1.71</b>	
Over-sight	- BCBA Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77	
	- Hours of Oversight per Week	2.00	2.00	2.00	2.00	
	<b>Oversight Cost per Billable Hour</b>	<b>\$8.95</b>	<b>\$8.99</b>	<b>\$9.02</b>	<b>\$9.05</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$32.36	\$31.16	\$25.12	\$24.25	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.15</b>	<b>\$2.15</b>	<b>\$1.43</b>	<b>\$1.43</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$4.71</b>	<b>\$4.54</b>	<b>\$3.62</b>	<b>\$3.50</b>	
<b>Rate per Billable Hour</b>		<b>\$39.22</b>	<b>\$37.85</b>	<b>\$30.17</b>	<b>\$29.18</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Medical Management, Center/Facility**

		1:2		1:3		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$20.52	\$19.49	\$20.52	\$19.49	
	- Employee Benefit Rate (as a percent of wages)	20.43%	21.11%	20.43%	21.11%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.89	\$24.72	\$25.89	\$24.72	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	
	- Recordkeeping and Reporting	0.77	0.77	0.96	0.96	
	- Supervision and Other Employer Time	1.78	1.78	1.78	1.78	
	- Training	0.96	0.96	0.96	0.96	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	27.09	27.09	26.90	26.90	
	Productivity Factor	1.28	1.28	1.29	1.29	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	2.0	2.0	3.0	3.0	
	- Participant Attendance Rate	80%	80%	80%	80%	
- Adjusted Weighted Avg. of No. of Participants per Staff	1.60	1.60	2.40	2.40		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$20.71</b>	<b>\$19.78</b>	<b>\$13.92</b>	<b>\$13.29</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	200.0	200.0	200.0	200.0	
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	
	Hours per Year of Participant Attendance	1,200	1,200	1,200	1,200	
Facility	- Square Feet of Service Space per Participant	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00	\$1,500.00	\$1,200.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.25</b>	<b>\$1.00</b>	<b>\$1.25</b>	<b>\$1.00</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Weekly Supervision Cost	\$1,270.28	\$1,213.20	\$1,270.28	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>		<b>\$2.93</b>	<b>\$2.80</b>	<b>\$1.97</b>	<b>\$1.88</b>	
Over-sight	- RN Hourly Cost	\$132.42	\$132.87	\$132.42	\$132.87	
	- Hours of Oversight per Week	2.00	2.00	2.00	2.00	
	<b>Oversight Cost per Billable Hour</b>	<b>\$9.78</b>	<b>\$9.81</b>	<b>\$9.85</b>	<b>\$9.88</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$34.67	\$33.39	\$26.99	\$26.05	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.60</b>	<b>\$2.60</b>	<b>\$1.74</b>	<b>\$1.74</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$5.08</b>	<b>\$4.91</b>	<b>\$3.92</b>	<b>\$3.79</b>	
<b>Rate per Billable Hour</b>		<b>\$42.35</b>	<b>\$40.90</b>	<b>\$32.65</b>	<b>\$31.58</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Behavior Management, Community**

		1:2		1:3		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39	\$21.46	\$20.39	
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%	19.87%	20.51%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.96	\$25.74	\$26.96	\$25.74	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	
	- Recordkeeping and Reporting	0.77	0.77	0.96	0.96	
	- Supervision and Other Employer Time	1.78	1.78	1.78	1.78	
	- Training	0.96	0.96	0.96	0.96	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	27.09	27.09	26.90	26.90	
	Productivity Factor	1.28	1.28	1.29	1.29	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	2.0	2.0	3.0	3.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76	2.64	2.64	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$19.61</b>	<b>\$18.72</b>	<b>\$13.17</b>	<b>\$12.58</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	1.76	1.76	2.64	2.64	
	Allocated Miles per Participant per Week	142.1	177.8	94.7	118.6	
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$4,154.96	\$5,201.82	\$2,769.98	\$3,467.88	
<b>Mileage Cost per Participant per Billable Hour</b>		<b>\$3.15</b>	<b>\$3.94</b>	<b>\$2.10</b>	<b>\$2.63</b>	
Facility	- Square Feet of Service Space per Participant	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00	\$1,500.00	\$1,200.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.14</b>	<b>\$0.91</b>	<b>\$1.14</b>	<b>\$0.91</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Weekly Supervision Cost	\$1,270.28	\$1,213.20	\$1,270.28	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>		<b>\$2.66</b>	<b>\$2.54</b>	<b>\$1.79</b>	<b>\$1.71</b>	
Over-sight	- BCBA Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77	
	- Hours of Oversight per Week	2.00	2.00	2.00	2.00	
	<b>Oversight Cost per Billable Hour</b>	<b>\$8.95</b>	<b>\$8.99</b>	<b>\$9.02</b>	<b>\$9.05</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$35.51	\$35.10	\$27.22	\$26.88	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.15</b>	<b>\$2.15</b>	<b>\$1.43</b>	<b>\$1.43</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$5.14</b>	<b>\$5.08</b>	<b>\$3.91</b>	<b>\$3.86</b>	
<b>Rate per Billable Hour</b>		<b>\$42.80</b>	<b>\$42.33</b>	<b>\$32.56</b>	<b>\$32.17</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Medical Management, Community**

		1:2		1:3		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$20.52	\$19.49	\$20.52	\$19.49	
	- Employee Benefit Rate (as a percent of wages)	20.43%	21.11%	20.43%	21.11%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.89	\$24.72	\$25.89	\$24.72	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	
	- Recordkeeping and Reporting	0.77	0.77	0.96	0.96	
	- Supervision and Other Employer Time	1.78	1.78	1.78	1.78	
	- Training	0.96	0.96	0.96	0.96	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	27.09	27.09	26.90	26.90	
	Productivity Factor	1.28	1.28	1.29	1.29	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	2.0	2.0	3.0	3.0	
	- Participant Attendance Rate	80%	80%	80%	80%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.60	1.60	2.40	2.40	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$20.71</b>	<b>\$19.78</b>	<b>\$13.92</b>	<b>\$13.29</b>	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Participant Attendance		200.0	200.0	200.0	200.0	
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,200	1,200	1,200	1,200	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	1.60	1.60	2.40	2.40	
	Allocated Miles per Participant per Week	156.3	195.6	104.2	130.4	
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$4,570.31	\$5,722.18	\$3,046.97	\$3,814.79	
<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$3.81</b>	<b>\$4.77</b>	<b>\$2.54</b>	<b>\$3.18</b>		
Facility	- Square Feet of Service Space per Participant	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00	\$1,500.00	\$1,200.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.25</b>	<b>\$1.00</b>	<b>\$1.25</b>	<b>\$1.00</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Weekly Supervision Cost	\$1,270.28	\$1,213.20	\$1,270.28	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$2.93</b>	<b>\$2.80</b>	<b>\$1.97</b>	<b>\$1.88</b>		
Over-sight	- RN Hourly Cost	\$132.42	\$132.87	\$132.42	\$132.87	
	- Hours of Oversight per Week	2.00	2.00	2.00	2.00	
	<b>Oversight Cost per Billable Hour</b>	<b>\$9.78</b>	<b>\$9.81</b>	<b>\$9.85</b>	<b>\$9.88</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$38.48	\$38.16	\$29.53	\$29.23	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.60</b>	<b>\$2.60</b>	<b>\$1.74</b>	<b>\$1.74</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$5.60</b>	<b>\$5.56</b>	<b>\$4.26</b>	<b>\$4.22</b>	
<b>Rate per Billable Hour</b>		<b>\$46.68</b>	<b>\$46.32</b>	<b>\$35.53</b>	<b>\$35.19</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**In-Home Day Program**

		<b>1:1</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
<b>Direct Care Staff Wages and Benefits</b>	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.18	\$20.26	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	0.77	0.77	
	- Supervision and Other Employer Time	0.90	0.90	
	- Missed Appointments (not redirected to other tasks)	0.77	0.77	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.45	28.45	
	Productivity Factor	1.22	1.22	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$25.84</b>	<b>\$24.72</b>	
<b>Mileage</b>	- Number of Miles Traveled per Week	150	188	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$87.75	\$109.98	
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.08</b>	<b>\$3.87</b>	
<b>Supervision</b>	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	
	Weekly Supervision Cost	\$1,261.20	\$1,204.40	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$4.43</b>	<b>\$4.23</b>		
<b>Admin. and Prog. Operations</b>	Cost per Hour, Before Program Operations and Administration	\$33.35	\$32.82	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.51</b>	<b>\$3.51</b>	
	- Administration Percent	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$5.03</b>	<b>\$4.95</b>	
<b>Rate per Billable Hour</b>		<b>\$41.89</b>	<b>\$41.28</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**In-Home Day Program**

		1:2		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.18	\$20.26	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	0.77	0.77	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	29.22	29.22	
	Productivity Factor	1.18	1.18	
	Staffing Ratio			
	- Group Size (Participants per Direct Care Staff)	2.0	2.0	
	- Participant Attendance Rate	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$14.20</b>	<b>\$13.58</b>	
Mileage	Amount per Mile	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	150	188	
	- Number of Participants per Vehicle	1.76	1.76	
	Allocated Miles per Participant per Week	85.2	106.8	
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$2,492.98	\$3,124.49	
<b>Mileage Cost per Participant per Billable Hour</b>		<b>\$1.89</b>	<b>\$2.37</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	
	Weekly Supervision Cost	\$1,261.20	\$1,204.40	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>		<b>\$2.45</b>	<b>\$2.34</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$18.54	\$18.29	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.94</b>	<b>\$1.94</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$2.79</b>	<b>\$2.76</b>	
<b>Rate per Billable Hour</b>		<b>\$23.27</b>	<b>\$22.99</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**In-Home Day Program**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
<b>Direct Care Staff Wages and Benefits</b>	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.18	\$20.26	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	0.97	0.97	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	29.02	29.02	
	Productivity Factor	1.19	1.19	
	Staffing Ratio			
	- Group Size (Participants per Direct Care Staff)	3.0	3.0	
	- Participant Attendance Rate	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.64	2.64	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$9.55</b>	<b>\$9.13</b>	
<b>Mileage</b>	Amount per Mile	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	150	188	
	- Number of Participants per Vehicle	2.64	2.64	
	Allocated Miles per Participant per Week	56.8	71.2	
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,661.99	\$2,082.89	
<b>Mileage Cost per Participant per Billable Hour</b>		<b>\$1.26</b>	<b>\$1.58</b>	
<b>Supervision</b>	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11	
	Weekly Supervision Cost	\$1,261.20	\$1,204.40	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>		<b>\$1.65</b>	<b>\$1.57</b>	
<b>Admin. and Prog. Operations</b>	Cost per Hour, Before Program Operations and Administration	\$12.46	\$12.28	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.31</b>	<b>\$1.31</b>	
	- Administration Percent	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$1.88</b>	<b>\$1.85</b>	
<b>Rate per Billable Hour</b>		<b>\$15.65</b>	<b>\$15.44</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Participant-Directed Community-Based Training**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.33	\$20.40	\$21.33	\$20.40	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Recordkeeping and Reporting	0.79	0.79	0.79	0.79	
	- Training	0.12	0.12	0.12	0.12	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	30.65	30.65	30.65	30.65	
	Productivity Factor	1.13	1.13	1.13	1.13	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$24.10</b>	<b>\$23.05</b>	<b>\$24.10</b>	<b>\$23.05</b>
	Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$24.10	\$23.05	\$24.10	\$23.05
- Daily Program Operations Costs		\$0.00	\$0.00	\$0.00	\$0.00	
<b>Program Operations Cost per Billable Hour</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
- Administration Percent		0.0%	0.0%	0.0%	0.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Cost per Billable Hour		\$24.10	\$23.05	\$24.10	\$23.05	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$24.10</b>	<b>\$23.05</b>	<b>\$12.05</b>	<b>\$11.53</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Participant-Directed Community-Based Training**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.33	\$20.40	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	0.99	0.99	
	- Training	0.12	0.12	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	30.45	30.45	
	Productivity Factor	1.14	1.14	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$24.32</b>	<b>\$23.26</b>	
	Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$24.32	\$23.26
- Daily Program Operations Costs		\$0.00	\$0.00	
<b>Program Operations Cost per Billable Hour</b>		<b>\$0.00</b>	<b>\$0.00</b>	
- Administration Percent		0.0%	0.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>		
Cost per Billable Hour	\$24.32	\$23.26		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$8.11</b>	<b>\$7.75</b>		



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Participant-Directed Community-Based Training, Overtime**

		1:1		1:2	
		Base Model	RC Model	Base Model	RC Model
Unit of Service		Hour	Hour	Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$24.75	\$23.52	\$24.75	\$23.52
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.06	\$26.67	\$28.06	\$26.67
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$28.06	\$26.67	\$28.06	\$26.67
	- Daily Program Operations Costs	\$0.00	\$0.00	\$0.00	\$0.00
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
	- Administration Percent	0.0%	0.0%	0.0%	0.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
Cost per Billable Hour		\$28.06	\$26.67	\$28.06	\$26.67
- Number of Individuals Served		1	1	2	2
<b>Rate per Billable Hour</b>		<b>\$28.06</b>	<b>\$26.67</b>	<b>\$14.03</b>	<b>\$13.34</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Participant-Directed Community-Based Training, Overtime**

		1:3	
		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$24.75	\$23.52
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.06	\$26.67
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$28.06	\$26.67
	- Daily Program Operations Costs	\$0.00	\$0.00
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>
	- Administration Percent	0.0%	0.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>
Cost per Billable Hour		\$28.06	\$26.67
- Number of Individuals Served		3	3
<b>Rate per Billable Hour</b>		<b>\$9.35</b>	<b>\$8.89</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Supplemental Day Program Support**

		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.92	\$20.01	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	29.99	29.99	
	Productivity Factor	1.15	1.15	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$24.06</b>	<b>\$23.01</b>	
	Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
- Supervisor Benefit Rate (as a percent of wages)		20.08%	20.74%	
- Workers' Compensation Rate (as a percent of wages)		5.74%	5.74%	
Hourly Supervisor Cost (wages + benefits)		\$31.76	\$30.33	
Weekly Supervision Cost		\$1,270.40	\$1,213.20	
- Number of Direct Care Staff Supervised		10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$4.24</b>	<b>\$4.05</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$28.30	\$27.06	
	- Daily Program Operations Costs	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	6.0%	6.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$1.81</b>	<b>\$1.73</b>	
<b>Rate per Billable Hour</b>	<b>\$30.11</b>	<b>\$28.79</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Transportation**

		Base Model	RC Model	
Unit of Service		Trip	Trip	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$29.21	\$27.75	
	- Employee Benefit Rate (as a percent of wages)	16.63%	17.10%	
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$36.45	\$34.76	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time without Individuals	3.99	4.99	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	26.00	25.00	
	Productivity Factor	1.33	1.38	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$48.48</b>	<b>\$47.97</b>	
Mileage	- Number of Miles Traveled per Trip	30.0	37.5	
	- Number of Miles per trip without Individuals	15.0	18.8	
	- Amount per Mile (less vehicle acquisition)	\$0.325	\$0.325	
	- Vehicle acquisition	\$40,000	\$40,000	
	- Less: Vehicle trade-in/salvage value	\$4,000	\$4,000	
	- Vehicle useful life, miles	125,000	125,000	
	- Vehicle acquisition per Mile	\$0.288	\$0.288	
	- Adjusted amount per Mile	\$0.613	\$0.613	
	<b>Mileage Cost per Trip</b>	<b>\$27.59</b>	<b>\$34.51</b>	
	- Number of Staff Hours per Trip	1.40	1.62	
- Amount per Staff Hour	\$48.48	\$47.97		
<b>Staff Cost per Trip</b>	<b>\$67.87</b>	<b>\$77.71</b>		
Supervision	- Supervisor Hourly Wage	\$35.74	\$33.95	
	- Supervisor Benefit Rate (as a percent of wages)	16.43%	16.89%	
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%	
	Weekly Supervision Cost	\$1,781.28	\$1,698.31	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Trip</b>	<b>\$9.59</b>	<b>\$11.01</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$105.05	\$123.23	
	- Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Trip</b>	<b>\$10.00</b>	<b>\$10.00</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Trip</b>	<b>\$15.69</b>	<b>\$18.17</b>		
Cost per Trip	\$130.74	\$151.40		
- Number of Individuals Served	8	8		
<b>Rate per Participant per Trip</b>	<b>\$16.34</b>	<b>\$18.93</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Transportation, Non-Ambulatory**

		Base Model	RC Model	
Unit of Service		Trip	Trip	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$29.21	\$27.75	
	- Employee Benefit Rate (as a percent of wages)	16.63%	17.10%	
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$36.45	\$34.76	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time without Individuals	3.99	4.99	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	26.00	25.00	
	Productivity Factor	1.33	1.38	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$48.48</b>	<b>\$47.97</b>	
Mileage	- Number of Miles Traveled per Trip	30.0	37.5	
	- Number of Miles per trip without Individuals	15.0	18.8	
	- Amount per Mile (less vehicle acquisition)	\$0.325	\$0.325	
	- Vehicle acquisition	\$55,000	\$55,000	
	- Less: Vehicle trade-in/salvage value	\$5,500	\$5,500	
	- Vehicle useful life, miles	125,000	125,000	
	- Vehicle acquisition per Mile	\$0.396	\$0.396	
	- Adjusted amount per Mile	\$0.721	\$0.721	
	<b>Mileage Cost per Trip</b>	<b>\$32.45</b>	<b>\$40.59</b>	
	- Number of Staff Hours per Trip	1.67	1.88	
- Amount per Staff Hour	\$48.48	\$47.97		
<b>Staff Cost per Trip</b>	<b>\$80.96</b>	<b>\$90.18</b>		
Supervision	- Supervisor Hourly Wage	\$35.74	\$33.95	
	- Supervisor Benefit Rate (as a percent of wages)	16.43%	16.89%	
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%	
	Weekly Supervision Cost	\$1,781.28	\$1,698.31	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Trip</b>	<b>\$11.44</b>	<b>\$12.77</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$124.85	\$143.54	
	- Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Trip</b>	<b>\$10.00</b>	<b>\$10.00</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Trip</b>	<b>\$18.39</b>	<b>\$20.94</b>		
Cost per Trip	\$153.24	\$174.48		
- Number of Individuals Served	8	8		
<b>Rate per Participant per Trip</b>	<b>\$19.16</b>	<b>\$21.81</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Transportation, Additional Component**

		Base Model	RC Model	
Unit of Service		Trip	Trip	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.33	\$20.40	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	29.99	29.99	
	Productivity Factor	1.15	1.15	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$24.53</b>	<b>\$23.46</b>	
Mileage	- Number of Miles Traveled per Trip	15.0	18.8	
	- Amount per Mile	\$0.585	\$0.585	
	<b>Mileage Cost per Trip</b>	<b>\$8.78</b>	<b>\$11.00</b>	
	- Number of Staff Hours per Trip	0.57	0.68	
	- Amount per Staff Hour	\$24.53	\$23.46	
<b>Staff Cost per Trip</b>	<b>\$13.98</b>	<b>\$15.95</b>		
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Weekly Supervision Cost	\$1,270.28	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Trip</b>	<b>\$2.41</b>	<b>\$2.75</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.17	\$29.70	
	- Program Operations Cost per Trip	\$0.00	\$0.00	
	<b>Program Operations Cost per Trip</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	12.0%	12.0%	
	<b>Administration Cost per Trip</b>	<b>\$3.43</b>	<b>\$4.05</b>	
Cost per Trip	\$28.60	\$33.75		
- Number of Individuals Served	2	2		
<b>Rate per Participant per Trip</b>	<b>\$14.30</b>	<b>\$16.88</b>		

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**Transportation, Additional Component, Non-Ambulatory**

		Base Model	RC Model	
Unit of Service		Trip	Trip	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.33	\$20.40	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	29.99	29.99	
	Productivity Factor	1.15	1.15	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$24.53</b>	<b>\$23.46</b>	
Mileage	- Number of Miles Traveled per Trip	15.0	18.8	
	- Amount per Mile (less vehicle acquisition)	\$0.325	\$0.325	
	- Vehicle acquisition	\$55,000	\$55,000	
	- Less: Vehicle trade-in/salvage value	\$5,500	\$5,500	
	- Vehicle useful life, miles	125,000	125,000	
	- Vehicle acquisition per Mile	\$0.396	\$0.396	
	- Adjusted amount per Mile	\$0.721	\$0.721	
	<b>Mileage Cost per Trip</b>	<b>\$10.82</b>	<b>\$13.55</b>	
	- Number of Staff Hours per Trip	0.57	0.68	
	- Amount per Staff Hour	\$24.53	\$23.46	
<b>Staff Cost per Trip</b>	<b>\$13.98</b>	<b>\$15.95</b>		
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Weekly Supervision Cost	\$1,270.28	\$1,213.20	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Trip</b>	<b>\$2.41</b>	<b>\$2.75</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$27.21	\$32.25	
	-Program Operations Cost per Trip	\$0.00	\$0.00	
	<b>Program Operations Cost per Trip</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	12.0%	12.0%	
	<b>Administration Cost per Trip</b>	<b>\$3.71</b>	<b>\$4.40</b>	
Cost per Trip	\$30.92	\$36.65		
- Number of Individuals Served	2	2		
<b>Rate per Participant per Trip</b>	<b>\$15.46</b>	<b>\$18.33</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Transportation Assistant**

		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.14	\$15.33	
	- Employee Benefit Rate (as a percent of wages)	23.90%	24.76%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.92	\$20.01	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time without Individuals	1.54	1.93	
	- Supervision and Other Employer Time	0.90	0.90	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.45	28.06	
	Productivity Factor	1.22	1.23	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$25.52</b>	<b>\$24.61</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33	
	Weekly Supervision Cost	\$1,270.40	\$1,213.20	
- Number of Direct Care Staff Supervised	10	10		
<b>Supervision Cost per Billable Hour</b>	<b>\$4.47</b>	<b>\$4.32</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.99	\$28.93	
	- Daily Program Operations Costs	\$0.00	\$0.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.00</b>	<b>\$0.00</b>	
	- Administration Percent	6.0%	6.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$1.91</b>	<b>\$1.85</b>		
<b>Rate per Billable Hour</b>	<b>\$31.90</b>	<b>\$30.78</b>		



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**Transportation Broker**

	Base Model	RC Model
Unit of Service	Hour	Hour
- Number of Individuals, per Trip	8.0	8.0
Cost per Trip, Before Program Operations & Administration	\$105.05	\$105.05
<b>Program Operations Cost per Trip</b>	<b>\$10.00</b>	<b>\$10.00</b>
- Administrative Percent	12.0%	12.0%
<b>Administration Cost per Trip</b>	<b>\$15.69</b>	<b>\$15.69</b>
<b>Transportation Broker Cost per Trip</b>	<b>\$25.69</b>	<b>\$25.69</b>
<b>Rate per Participant per Trip</b>	<b>\$3.21</b>	<b>\$3.21</b>

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**Transportation Broker, Non-Ambulatory**

	Base Model	RC Model
Unit of Service	Hour	Hour
- Number of Individuals, per Trip	8.0	8.0
Cost per Trip, Before Program Operations & Administration	\$124.85	\$124.85
<b>Program Operations Cost per Trip</b>	<b>\$10.00</b>	<b>\$10.00</b>
- Administrative Percent	12.0%	12.0%
<b>Administration Cost per Trip</b>	<b>\$18.39</b>	<b>\$18.39</b>
<b>Transportation Broker Cost per Trip</b>	<b>\$28.39</b>	<b>\$28.39</b>
<b>Rate per Participant per Trip</b>	<b>\$3.55</b>	<b>\$3.55</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Supported Employment-Group**

		1:2		1:3		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$23.89	\$22.70	\$23.89	\$22.70	
	- Employee Benefit Rate (as a percent of wages)	18.63%	19.20%	18.63%	19.20%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.71	\$28.36	\$29.71	\$28.36	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Recordkeeping and Reporting	0.77	0.77	0.97	0.97	
	- Supervision and Other Employer Time	0.68	0.68	0.68	0.68	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	29.44	29.44	29.24	29.24	
	Productivity Factor	1.18	1.18	1.18	1.18	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	2.0	2.0	3.0	3.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76	2.64	2.64	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$19.92</b>	<b>\$19.01</b>	<b>\$13.28</b>	<b>\$12.68</b>		
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	1.76	1.76	2.64	2.64	
	Allocated Miles per Participant per Week	142.1	177.8	94.7	118.6	
	Annual Mileage Cost/ Participant	\$4,154.96	\$5,201.82	\$2,769.98	\$3,467.88	
<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$3.15</b>	<b>\$3.94</b>	<b>\$2.10</b>	<b>\$2.63</b>		
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000	\$10,000	\$10,000	
	- Accreditation, annual amount	\$3,333.33	\$3,333.33	\$3,333.33	\$3,333.33	
	- Number of Job Coaches per accreditation	5.00	5.00	5.00	5.00	
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00	\$667.00	\$667.00	
	- Annual billable hours per Job Coach, Total	2,694.35	2,694.35	4,014.07	4,014.07	
	<b>Accreditation cost per Individual per Billable Hour</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.17</b>	<b>\$0.17</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$23.32	\$23.20	\$15.55	\$15.48	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.15</b>	<b>\$2.15</b>	<b>\$1.43</b>	<b>\$1.43</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$3.47</b>	<b>\$3.46</b>	<b>\$2.32</b>	<b>\$2.31</b>	
<b>Rate per Billable Hour</b>	<b>\$28.94</b>	<b>\$28.81</b>	<b>\$19.30</b>	<b>\$19.22</b>		

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**Supported Employment-Group**

		1:4		1:5		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$23.89	\$22.70	\$23.89	\$22.70	
	- Employee Benefit Rate (as a percent of wages)	18.63%	19.20%	18.63%	19.20%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.71	\$28.36	\$29.71	\$28.36	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Recordkeeping and Reporting	1.16	1.16	1.35	1.35	
	- Supervision and Other Employer Time	0.68	0.68	0.68	0.68	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	29.05	29.05	28.86	28.86	
	Productivity Factor	1.19	1.19	1.20	1.20	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	4.0	4.0	5.0	5.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
- Adjusted Weighted Avg. of No. of Participants per Staff	3.52	3.52	4.40	4.40		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$10.04</b>	<b>\$9.59</b>	<b>\$8.10</b>	<b>\$7.73</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	3.52	3.52	4.40	4.40	
	Allocated Miles per Participant per Week	71.0	88.9	56.8	71.1	
	Annual Mileage Cost/ Participant	\$2,077.34	\$2,600.91	\$1,661.99	\$2,080.85	
<b>Mileage Cost per Participant per Billable Hour</b>		<b>\$1.57</b>	<b>\$1.97</b>	<b>\$1.26</b>	<b>\$1.58</b>	
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000	\$10,000	\$10,000	
	- Accreditation, annual amount	\$3,333.33	\$3,333.33	\$3,333.33	\$3,333.33	
	- Number of Job Coaches per accreditation	5.00	5.00	5.00	5.00	
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00	\$667.00	\$667.00	
	- Annual billable hours per Job Coach, Total	5,317.31	5,317.31	6,603.17	6,603.17	
	<b>Accreditation cost per Individual per Billable Hour</b>		<b>\$0.13</b>	<b>\$0.13</b>	<b>\$0.10</b>	<b>\$0.10</b>
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$11.74	\$11.69	\$9.46	\$9.41	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>		<b>\$1.08</b>	<b>\$1.08</b>	<b>\$0.86</b>	<b>\$0.86</b>
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$1.75</b>	<b>\$1.74</b>	<b>\$1.41</b>	<b>\$1.40</b>	
<b>Rate per Billable Hour</b>		<b>\$14.57</b>	<b>\$14.51</b>	<b>\$11.73</b>	<b>\$11.67</b>	

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**Supported Employment-Group**

		1:6		1:7		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$23.89	\$22.70	\$23.89	\$22.70	
	- Employee Benefit Rate (as a percent of wages)	18.63%	19.20%	18.63%	19.20%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.71	\$28.36	\$29.71	\$28.36	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Recordkeeping and Reporting	1.54	1.54	1.74	1.74	
	- Supervision and Other Employer Time	0.68	0.68	0.68	0.68	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	28.67	28.67	28.47	28.47	
	Productivity Factor	1.21	1.21	1.22	1.22	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	6.0	6.0	7.0	7.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	5.28	5.28	6.16	6.16	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$6.81</b>	<b>\$6.50</b>	<b>\$5.88</b>	<b>\$5.62</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	5.28	5.28	6.16	6.16	
	Allocated Miles per Participant per Week	47.4	59.3	40.6	50.8	
	Annual Mileage Cost/ Participant	\$1,384.99	\$1,733.94	\$1,186.97	\$1,486.19	
<b>Mileage Cost per Participant per Billable Hour</b>		<b>\$1.05</b>	<b>\$1.31</b>	<b>\$0.90</b>	<b>\$1.13</b>	
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000	\$10,000	\$10,000	
	- Accreditation, annual amount	\$3,333.33	\$3,333.33	\$3,333.33	\$3,333.33	
	- Number of Job Coaches per accreditation	5.00	5.00	5.00	5.00	
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00	\$667.00	\$667.00	
	- Annual billable hours per Job Coach, Total	7,871.64	7,871.64	9,119.51	9,119.51	
<b>Accreditation cost per Individual per Billable Hour</b>		<b>\$0.08</b>	<b>\$0.08</b>	<b>\$0.07</b>	<b>\$0.07</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$7.94	\$7.89	\$6.85	\$6.82	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.72</b>	<b>\$0.72</b>	<b>\$0.61</b>	<b>\$0.61</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$1.18</b>	<b>\$1.17</b>	<b>\$1.02</b>	<b>\$1.01</b>	
<b>Rate per Billable Hour</b>		<b>\$9.84</b>	<b>\$9.78</b>	<b>\$8.48</b>	<b>\$8.44</b>	

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**Supported Employment-Group**

		<b>1:8</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$23.89	\$22.70	
	- Employee Benefit Rate (as a percent of wages)	18.63%	19.20%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.71	\$28.36	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	1.94	1.94	
	- Supervision and Other Employer Time	0.68	0.68	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	28.27	28.27	
	Productivity Factor	1.22	1.22	
	Staffing Ratio			
	- Group Size (Participants per Direct Care Staff)	8.0	8.0	
- Participant Attendance Rate	88%	88%		
- Adjusted Weighted Avg. of No. of Participants per Staff	7.04	7.04		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$5.15</b>	<b>\$4.91</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	
	- Annual Days of Participant Attendance	220.0	220.0	
	- Hours per Day of Participant Attendance	6.00	6.00	
	Hours per Year of Participant Attendance	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	
	- Number of Participants per Vehicle	7.04	7.04	
	Allocated Miles per Participant per Week	35.5	44.5	
	Annual Mileage Cost/ Participant	\$1,038.67	\$1,300.46	
<b>Mileage Cost per Participant per Billable Hour</b>		<b>\$0.79</b>	<b>\$0.99</b>	
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000	
	- Accreditation, annual amount	\$3,333.33	\$3,333.33	
	- Number of Job Coaches per accreditation	5.00	5.00	
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00	
	- Annual billable hours per Job Coach, Total	10,349.08	10,349.08	
<b>Accreditation cost per Individual per Billable Hour</b>		<b>\$0.06</b>	<b>\$0.06</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$6.00	\$5.96	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.54</b>	<b>\$0.54</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$0.89</b>	<b>\$0.89</b>	
<b>Rate per Billable Hour</b>		<b>\$7.43</b>	<b>\$7.39</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Supported Employment-Individual, Job Development**

		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$30.11	\$28.60	
	- Employee Benefit Rate (as a percent of wages)	16.36%	16.82%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$36.76	\$35.05	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	1.54	1.93	
	- Networking/ General Development Activities	3.86	3.81	
	- Supervision and Other Employer Time	0.68	0.67	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	24.81	24.48	
	Productivity Factor	1.39	1.41	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$51.10</b>	<b>\$49.42</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125	
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$50.90	\$63.18	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.05</b>	<b>\$2.58</b>	
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000	
	- Accreditation, annual amount	\$3,333.33	\$3,333.33	
	- Number of Job Developers per accreditation	5.00	5.00	
	- Accreditation, annual cost per Job Developer	\$667.00	\$667.00	
	- Annual billable hours per Job Developer, Total	1,290.12	1,272.96	
	<b>Accreditation cost per Individual per Billable Hour</b>	<b>\$0.52</b>	<b>\$0.52</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$53.67	\$52.52	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.03</b>	<b>\$4.08</b>	
	- Administration Percent	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$7.87</b>	<b>\$7.72</b>	
<b>Rate per Billable Hour</b>		<b>\$65.57</b>	<b>\$64.32</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Supported Employment-Individual, Job Coaching**

		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$23.89	\$22.70	
	- Employee Benefit Rate (as a percent of wages)	18.63%	19.20%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.71	\$28.36	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	2.32	2.90	
	- Collateral Contacts (not billable)	0.77	0.75	
	- Recordkeeping and Reporting	0.77	0.75	
	- Supervision and Other Employer Time	0.68	0.67	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	26.35	25.82	
	Productivity Factor	1.31	1.34	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$38.92</b>	<b>\$38.00</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188	
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$76.05	\$95.36	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.89</b>	<b>\$3.69</b>	
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000	
	- Accreditation, annual amount	\$3,333.33	\$3,333.33	
	- Number of Job Coaches per accreditation	5.00	5.00	
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00	
	- Annual billable hours per Job Coach, Total	1,370.20	1,342.64	
	<b>Accreditation cost per Individual per Billable Hour</b>	<b>\$0.49</b>	<b>\$0.50</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$42.30	\$42.19	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.80</b>	<b>\$3.87</b>	
	- Administration Percent	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$6.29</b>	<b>\$6.28</b>	
<b>Rate per Billable Hour</b>		<b>\$52.39</b>	<b>\$52.34</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Work Activity Program**

		1:4		1:5		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.24	\$20.32	\$21.24	\$20.32	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	0.77	0.77	0.77	0.77	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	28.25	28.25	28.25	28.25	
	Productivity Factor	1.22	1.22	1.22	1.22	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	4.0	4.0	5.0	5.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	3.52	3.52	4.40	4.40	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$7.36</b>	<b>\$7.04</b>	<b>\$5.89</b>	<b>\$5.63</b>	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Participant Attendance		220.0	220.0	220.0	220.0	
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	8.00	8.00	8.00	8.00	
	Allocated Miles per Participant per Week	31.3	39.1	31.3	39.1	
	Annual Mileage Cost/ Participant	\$914.06	\$1,144.55	\$914.06	\$1,144.55	
	<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$0.69</b>	<b>\$0.87</b>	<b>\$0.69</b>	<b>\$0.87</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20	\$31.62	\$30.20	
	Weekly Supervision Cost	\$1,264.80	\$1,208.00	\$1,264.80	\$1,208.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$1.42</b>	<b>\$1.35</b>	<b>\$1.13</b>	<b>\$1.08</b>		
Facility	- Square Feet of Service Space per Participant	50	50	50	50	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	- Amount reimbursable under Habilitative Services	50.0%	50.0%	50.0%	50.0%	
	Annual Facility Cost per Participant	\$375.00	\$300.00	\$375.00	\$300.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.28</b>	<b>\$0.23</b>	<b>\$0.28</b>	<b>\$0.23</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$9.75	\$9.49	\$7.99	\$7.81	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.08</b>	<b>\$1.08</b>	<b>\$0.86</b>	<b>\$0.86</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$1.48</b>	<b>\$1.44</b>	<b>\$1.21</b>	<b>\$1.18</b>	
<b>Rate per Billable Hour</b>		<b>\$12.31</b>	<b>\$12.01</b>	<b>\$10.06</b>	<b>\$9.85</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Work Activity Program**

		1:6		1:7		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.24	\$20.32	\$21.24	\$20.32	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	0.77	0.77	0.77	0.77	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	28.25	28.25	28.25	28.25	
	Productivity Factor	1.22	1.22	1.22	1.22	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	6.0	6.0	7.0	7.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	5.28	5.28	6.16	6.16	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$4.91</b>	<b>\$4.70</b>	<b>\$4.21</b>	<b>\$4.02</b>	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Participant Attendance		220.0	220.0	220.0	220.0	
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	8.00	8.00	8.00	8.00	
	Allocated Miles per Participant per Week	31.3	39.1	31.3	39.1	
	Annual Mileage Cost/ Participant	\$914.06	\$1,144.55	\$914.06	\$1,144.55	
	<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$0.69</b>	<b>\$0.87</b>	<b>\$0.69</b>	<b>\$0.87</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20	\$31.62	\$30.20	
	Weekly Supervision Cost	\$1,264.80	\$1,208.00	\$1,264.80	\$1,208.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$0.94</b>	<b>\$0.90</b>	<b>\$0.81</b>	<b>\$0.77</b>		
Facility	- Square Feet of Service Space per Participant	50	50	50	50	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	- Amount reimbursable under Habilitative Services	50.0%	50.0%	50.0%	50.0%	
	Annual Facility Cost per Participant	\$375.00	\$300.00	\$375.00	\$300.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.28</b>	<b>\$0.23</b>	<b>\$0.28</b>	<b>\$0.23</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$6.82	\$6.70	\$5.99	\$5.89	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.72</b>	<b>\$0.72</b>	<b>\$0.61</b>	<b>\$0.61</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$1.03</b>	<b>\$1.01</b>	<b>\$0.90</b>	<b>\$0.89</b>		
<b>Rate per Billable Hour</b>	<b>\$8.57</b>	<b>\$8.43</b>	<b>\$7.50</b>	<b>\$7.39</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Work Activity Program**

		1:8		1:9		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.24	\$20.32	\$21.24	\$20.32	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	0.77	0.77	0.77	0.77	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	28.25	28.25	28.25	28.25	
	Productivity Factor	1.22	1.22	1.22	1.22	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	8.0	8.0	9.0	9.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	7.04	7.04	7.92	7.92	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$3.68</b>	<b>\$3.52</b>	<b>\$3.27</b>	<b>\$3.13</b>	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Participant Attendance		220.0	220.0	220.0	220.0	
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	8.00	8.00	8.00	8.00	
	Allocated Miles per Participant per Week	31.3	39.1	31.3	39.1	
	Annual Mileage Cost/ Participant	\$914.06	\$1,144.55	\$914.06	\$1,144.55	
	<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$0.69</b>	<b>\$0.87</b>	<b>\$0.69</b>	<b>\$0.87</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20	\$31.62	\$30.20	
	Weekly Supervision Cost	\$1,264.80	\$1,208.00	\$1,264.80	\$1,208.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$0.71</b>	<b>\$0.68</b>	<b>\$0.63</b>	<b>\$0.60</b>		
Facility	- Square Feet of Service Space per Participant	50	50	50	50	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	- Amount reimbursable under Habilitative Services	50.0%	50.0%	50.0%	50.0%	
	Annual Facility Cost per Participant	\$375.00	\$300.00	\$375.00	\$300.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.28</b>	<b>\$0.23</b>	<b>\$0.28</b>	<b>\$0.23</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$5.36	\$5.30	\$4.87	\$4.83	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.54</b>	<b>\$0.54</b>	<b>\$0.48</b>	<b>\$0.48</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$0.80</b>	<b>\$0.80</b>	<b>\$0.73</b>	<b>\$0.72</b>		
<b>Rate per Billable Hour</b>	<b>\$6.70</b>	<b>\$6.64</b>	<b>\$6.08</b>	<b>\$6.03</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Work Activity Program**

		1:10-14		1:15-19		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.24	\$20.32	\$21.24	\$20.32	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	0.97	0.97	1.16	1.16	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	28.05	28.05	27.86	27.86	
	Productivity Factor	1.23	1.23	1.24	1.24	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	12.0	12.0	17.0	17.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	10.56	10.56	14.96	14.96	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$2.47</b>	<b>\$2.37</b>	<b>\$1.76</b>	<b>\$1.68</b>	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Participant Attendance		220.0	220.0	220.0	220.0	
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	8.00	8.00	8.00	8.00	
	Allocated Miles per Participant per Week	31.3	39.1	31.3	39.1	
	Annual Mileage Cost/ Participant	\$914.06	\$1,144.55	\$914.06	\$1,144.55	
	<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$0.69</b>	<b>\$0.87</b>	<b>\$0.69</b>	<b>\$0.87</b>	
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20	\$31.62	\$30.20	
	Weekly Supervision Cost	\$1,264.80	\$1,208.00	\$1,264.80	\$1,208.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$0.47</b>	<b>\$0.45</b>	<b>\$0.33</b>	<b>\$0.32</b>		
Facility	- Square Feet of Service Space per Participant	50	50	50	50	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	- Amount reimbursable under Habilitative Services	50.0%	50.0%	50.0%	50.0%	
	Annual Facility Cost per Participant	\$375.00	\$300.00	\$375.00	\$300.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.28</b>	<b>\$0.23</b>	<b>\$0.28</b>	<b>\$0.23</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$3.91	\$3.92	\$3.06	\$3.10	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.36</b>	<b>\$0.36</b>	<b>\$0.25</b>	<b>\$0.25</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$0.58</b>	<b>\$0.58</b>	<b>\$0.45</b>	<b>\$0.46</b>		
<b>Rate per Billable Hour</b>	<b>\$4.85</b>	<b>\$4.86</b>	<b>\$3.76</b>	<b>\$3.81</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Work Activity Program**

		1:20-24		1:25-29		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.24	\$20.32	\$21.24	\$20.32	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	1.35	1.35	1.54	1.54	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	27.67	27.67	27.48	27.48	
	Productivity Factor	1.25	1.25	1.26	1.26	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	22.0	22.0	27.0	27.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	19.36	19.36	23.76	23.76	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$1.37</b>	<b>\$1.31</b>	<b>\$1.13</b>	<b>\$1.08</b>	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Participant Attendance		220.0	220.0	220.0	220.0	
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	8.00	8.00	8.00	8.00	
	Allocated Miles per Participant per Week	31.3	39.1	31.3	39.1	
	Annual Mileage Cost/ Participant	\$914.06	\$1,144.55	\$914.06	\$1,144.55	
<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$0.69</b>	<b>\$0.87</b>	<b>\$0.69</b>	<b>\$0.87</b>		
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20	\$31.62	\$30.20	
	Weekly Supervision Cost	\$1,264.80	\$1,208.00	\$1,264.80	\$1,208.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$0.26</b>	<b>\$0.25</b>	<b>\$0.21</b>	<b>\$0.20</b>		
Facility	- Square Feet of Service Space per Participant	50	50	50	50	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	- Amount reimbursable under Habilitative Services	50.0%	50.0%	50.0%	50.0%	
	Annual Facility Cost per Participant	\$375.00	\$300.00	\$375.00	\$300.00	
<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.28</b>	<b>\$0.23</b>	<b>\$0.28</b>	<b>\$0.23</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$2.60	\$2.66	\$2.31	\$2.38	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.16</b>	<b>\$0.16</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$0.38</b>	<b>\$0.39</b>	<b>\$0.34</b>	<b>\$0.35</b>		
<b>Rate per Billable Hour</b>	<b>\$3.18</b>	<b>\$3.25</b>	<b>\$2.81</b>	<b>\$2.89</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Work Activity Program**

		1:30-34		1:35+		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$16.50	\$15.68	\$16.50	\$15.68	
	- Employee Benefit Rate (as a percent of wages)	23.55%	24.38%	23.55%	24.38%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.24	\$20.32	\$21.24	\$20.32	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Recordkeeping and Reporting	1.74	1.74	1.94	1.94	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	27.28	27.28	27.08	27.08	
	Productivity Factor	1.27	1.27	1.28	1.28	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	32.0	32.0	35.0	35.0	
	- Participant Attendance Rate	88%	88%	88%	88%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	28.16	28.16	30.80	30.80	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$0.96</b>	<b>\$0.92</b>	<b>\$0.88</b>	<b>\$0.84</b>	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Participant Attendance		220.0	220.0	220.0	220.0	
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,320	1,320	1,320	1,320	
Mileage	Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	- Number of Miles Traveled per Vehicle per Week	250	313	250	313	
	- Number of Participants per Vehicle	8.00	8.00	8.00	8.00	
	Allocated Miles per Participant per Week	31.3	39.1	31.3	39.1	
	Annual Mileage Cost/ Participant	\$914.06	\$1,144.55	\$914.06	\$1,144.55	
<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$0.69</b>	<b>\$0.87</b>	<b>\$0.69</b>	<b>\$0.87</b>		
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98	\$25.24	\$23.98	
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%	20.08%	20.74%	
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%	5.20%	5.20%	
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20	\$31.62	\$30.20	
	Weekly Supervision Cost	\$1,264.80	\$1,208.00	\$1,264.80	\$1,208.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Participant per Billable Hour</b>	<b>\$0.18</b>	<b>\$0.17</b>	<b>\$0.16</b>	<b>\$0.15</b>		
Facility	- Square Feet of Service Space per Participant	50	50	50	50	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	- Amount reimbursable under Habilitative Services	50.0%	50.0%	50.0%	50.0%	
	Annual Facility Cost per Participant	\$375.00	\$300.00	\$375.00	\$300.00	
<b>Facility Cost per Participant per Billable Hour</b>	<b>\$0.28</b>	<b>\$0.23</b>	<b>\$0.28</b>	<b>\$0.23</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$2.11	\$2.19	\$2.01	\$2.09	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$0.13</b>	<b>\$0.13</b>	<b>\$0.12</b>	<b>\$0.12</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$0.31</b>	<b>\$0.32</b>	<b>\$0.29</b>	<b>\$0.30</b>		
<b>Rate per Billable Hour</b>	<b>\$2.55</b>	<b>\$2.64</b>	<b>\$2.42</b>	<b>\$2.51</b>		

Vendor Rate Study  
Development of Rate Models  
Kern Regional Center

# **Behavioral and Professional Support Services**

Prepared for Department of Developmental Services

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Professional**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85	\$67.04	\$63.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	3.34	3.21	4.46	4.28	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	23.40	22.47	22.28	21.40	
	Productivity Factor	1.71	1.78	1.80	1.87	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$114.64</b>	<b>\$113.65</b>	<b>\$120.67</b>	<b>\$119.40</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.00</b>	<b>\$6.51</b>	<b>\$5.25</b>	<b>\$6.83</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$119.64	\$120.16	\$125.92	\$126.23	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.27</b>	<b>\$4.45</b>	<b>\$4.49</b>	<b>\$4.67</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$16.90</b>	<b>\$16.99</b>	<b>\$17.78</b>	<b>\$17.85</b>		
	Cost per Billable Hour	\$140.81	\$141.60	\$148.19	\$148.75	
	- Number of Individuals Served	1	1	2	2	
	<b>Rate per Billable Hour</b>	<b>\$140.81</b>	<b>\$141.60</b>	<b>\$74.10</b>	<b>\$74.38</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Professional**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96	
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.91	4.71	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	21.83	20.97	
	Productivity Factor	1.83	1.91	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$122.68</b>	<b>\$121.95</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.36</b>	<b>\$6.97</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$128.04	\$128.92	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.58</b>	<b>\$4.77</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$18.08</b>	<b>\$18.23</b>		
Rate per Billable Hour	Cost per Billable Hour	\$150.70	\$151.92	
	- Number of Individuals Served	3	3	
	<b>Rate per Billable Hour</b>	<b>\$50.23</b>	<b>\$50.64</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Assistant**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58	\$40.61	\$38.58	
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%	14.11%	14.45%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24	\$47.49	\$45.24	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	4.28	5.35	4.28	5.35	
	- Recordkeeping and Reporting	1.95	1.87	2.91	2.79	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.78	0.75	0.78	0.75	
	- Collateral contacts (not billable)	1.17	1.12	1.17	1.12	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	22.45	21.56	21.49	20.64	
Productivity Factor	1.54	1.60	1.61	1.68		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$73.13</b>	<b>\$72.38</b>	<b>\$76.46</b>	<b>\$76.00</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216	173	216	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$101.21	\$126.36	\$101.21	\$126.36	
<b>Mileage Cost per Billable Hour</b>	<b>\$4.51</b>	<b>\$5.86</b>	<b>\$4.71</b>	<b>\$6.12</b>		
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	\$2,681.69	\$2,554.10	
- Number of Direct Care Staff Supervised	10	10	10	10		
<b>Supervision Cost per Billable Hour</b>	<b>\$11.95</b>	<b>\$11.85</b>	<b>\$12.48</b>	<b>\$12.37</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$89.59	\$90.09	\$93.65	\$94.49	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.23</b>	<b>\$2.32</b>	<b>\$2.33</b>	<b>\$2.42</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$12.52</b>	<b>\$12.60</b>	<b>\$13.09</b>	<b>\$13.22</b>		
Cost per Billable Hour	\$104.34	\$105.01	\$109.07	\$110.13		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$104.34</b>	<b>\$105.01</b>	<b>\$54.54</b>	<b>\$55.07</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Assistant**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58	
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	4.28	5.35	
	- Recordkeeping and Reporting	3.69	3.54	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.78	0.75	
	- Collateral contacts (not billable)	1.17	1.12	
	- Training	0.48	0.48	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	20.71	19.89	
	Productivity Factor	1.67	1.74	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$79.31</b>	<b>\$78.72</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$101.21	\$126.36	
<b>Mileage Cost per Billable Hour</b>		<b>\$4.89</b>	<b>\$6.35</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	
- Number of Direct Care Staff Supervised	10	10		
<b>Supervision Cost per Billable Hour</b>		<b>\$12.95</b>	<b>\$12.84</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$97.15	\$97.91	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.41</b>	<b>\$2.51</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$13.58</b>	<b>\$13.69</b>	
Cost per Billable Hour		\$113.14	\$114.11	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$37.71</b>	<b>\$38.04</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Professional, Clinic**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85	\$67.04	\$63.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	4.01	4.01	5.13	5.13	
	- Supervision and Other Employer Time	0.45	0.45	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	2.68	2.68	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	27.64	27.64	26.52	26.52	
	Productivity Factor	1.45	1.45	1.51	1.51	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$97.21</b>	<b>\$92.58</b>	<b>\$101.23</b>	<b>\$96.41</b>	
Clinic Space	- Square Feet of Service Space	200	200	200	200	
	- Annual Cost per Square Foot	\$24.00	\$19.20	\$24.00	\$19.20	
	Annual Clinic Cost	\$4,800.00	\$3,840.00	\$4,800.00	\$3,840.00	
	Annual Billable Hours	1,437.28	\$1,437.28	1,379.04	\$1,379.04	
	<b>Clinic Space Cost per Billable Hour</b>	<b>\$3.34</b>	<b>\$2.67</b>	<b>\$3.48</b>	<b>\$2.78</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$100.55	\$95.25	\$104.71	\$99.19	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.62</b>	<b>\$3.62</b>	<b>\$3.77</b>	<b>\$3.77</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$14.21</b>	<b>\$13.48</b>	<b>\$14.79</b>	<b>\$14.04</b>	
Cost per Billable Hour		\$118.38	\$112.35	\$123.27	\$117.00	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$118.38</b>	<b>\$112.35</b>	<b>\$61.64</b>	<b>\$58.50</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Professional, Clinic**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96	
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	5.57	5.57	
	- Supervision and Other Employer Time	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	26.08	26.08	
	Productivity Factor	1.53	1.53	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$102.57</b>	<b>\$97.69</b>	
Clinic Space	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$24.00	\$19.20	
	Annual Clinic Cost	\$4,800.00	\$3,840.00	
	Annual Billable Hours	1,356.16	1,356.16	
	<b>Clinic Space Cost per Billable Hour</b>	<b>\$3.54</b>	<b>\$2.83</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$106.11	\$100.52	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.83</b>	<b>\$3.83</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$14.99</b>	<b>\$14.23</b>		
Cost per Billable Hour	\$124.93	\$118.58		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$41.64</b>	<b>\$39.53</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Assistant, Clinic**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58	\$40.61	\$38.58	
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%	14.11%	14.45%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24	\$47.49	\$45.24	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Recordkeeping and Reporting	2.53	2.53	3.50	3.50	
	- Supervision and Other Employer Time	0.45	0.45	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.78	0.78	0.78	0.78	
	- Collateral contacts (not billable)	1.17	1.17	1.17	1.17	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	26.15	26.15	25.18	25.18	
	Productivity Factor	1.32	1.32	1.37	1.37	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$62.69</b>	<b>\$59.72</b>	<b>\$65.06</b>	<b>\$61.98</b>		
Clinic Space	- Square Feet of Service Space	200	200	200	200	
	- Annual Cost per Square Foot	\$24.00	\$19.20	\$24.00	\$19.20	
	Annual Clinic Cost	\$4,800.00	\$3,840.00	\$4,800.00	\$3,840.00	
	Annual Billable Hours	1,359.80	1,359.80	1,309.36	1,309.36	
	<b>Clinic Space Cost per Billable Hour</b>	<b>\$3.53</b>	<b>\$2.82</b>	<b>\$3.67</b>	<b>\$2.93</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	\$2,681.69	\$2,554.10	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$10.26</b>	<b>\$9.77</b>	<b>\$10.65</b>	<b>\$10.14</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$76.48	\$72.31	\$79.38	\$75.05	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.91</b>	<b>\$1.91</b>	<b>\$1.99</b>	<b>\$1.99</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$10.69</b>	<b>\$10.12</b>	<b>\$11.10</b>	<b>\$10.51</b>		
Cost per Billable Hour		\$89.08	\$84.34	\$92.47	\$87.55	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$89.08</b>	<b>\$84.34</b>	<b>\$46.24</b>	<b>\$43.78</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Assistant, Clinic**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58	
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	4.28	4.28	
	- Supervision and Other Employer Time	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.78	0.78	
	- Collateral contacts (not billable)	1.17	1.17	
	- Training	0.48	0.48	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	24.40	24.40	
	Productivity Factor	1.42	1.42	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$67.44</b>	<b>\$64.24</b>
Clinic Space	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$24.00	\$19.20	
	Annual Clinic Cost	\$4,800.00	\$3,840.00	
	Annual Billable Hours	1,268.80	\$1,268.80	
	<b>Clinic Space Cost per Billable Hour</b>	<b>\$3.78</b>	<b>\$3.03</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$10.99</b>	<b>\$10.47</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$82.21	\$77.74	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.05</b>	<b>\$2.05</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$11.49</b>	<b>\$10.88</b>	
Cost per Billable Hour		\$95.75	\$90.67	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$31.92</b>	<b>\$30.22</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Adaptive Skills Trainer; Licensed Professional**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85	\$67.04	\$63.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	3.34	3.21	4.46	4.28	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	23.40	22.47	22.28	21.40	
	Productivity Factor	1.71	1.78	1.80	1.87	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$114.64</b>	<b>\$113.65</b>	<b>\$120.67</b>	<b>\$119.40</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.00</b>	<b>\$6.51</b>	<b>\$5.25</b>	<b>\$6.83</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$119.64	\$120.16	\$125.92	\$126.23	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.27</b>	<b>\$4.45</b>	<b>\$4.49</b>	<b>\$4.67</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$16.90</b>	<b>\$16.99</b>	<b>\$17.78</b>	<b>\$17.85</b>	
Cost per Billable Hour		\$140.81	\$141.60	\$148.19	\$148.75	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$140.81</b>	<b>\$141.60</b>	<b>\$74.10</b>	<b>\$74.38</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Adaptive Skills Trainer; Licensed Professional**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96	
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.91	4.71	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	21.83	20.97	
	Productivity Factor	1.83	1.91	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$122.68</b>	<b>\$121.95</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.36</b>	<b>\$6.97</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$128.04	\$128.92	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.58</b>	<b>\$4.77</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$18.08</b>	<b>\$18.23</b>		
Rate per Billable Hour	Cost per Billable Hour	\$150.70	\$151.92	
	- Number of Individuals Served	3	3	
	<b>Rate per Billable Hour</b>	<b>\$50.23</b>	<b>\$50.64</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Adaptive Skills Trainer; Specialist**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58	\$40.61	\$38.58	
	- Employee Benefit Rate (as a percent of wages)	15.38%	15.78%	15.38%	15.78%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$48.00	\$45.76	\$48.00	\$45.76	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	2.23	2.14	3.34	3.21	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	1.34	1.29	1.34	1.29	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	25.85	24.82	24.74	23.75	
Productivity Factor	1.55	1.61	1.62	1.68		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$74.40</b>	<b>\$73.67</b>	<b>\$77.76</b>	<b>\$76.88</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
<b>Mileage Cost per Billable Hour</b>	<b>\$4.53</b>	<b>\$5.89</b>	<b>\$4.73</b>	<b>\$6.16</b>		
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	\$2,681.69	\$2,554.10	
- Number of Direct Care Staff Supervised	10	10	10	10		
<b>Supervision Cost per Billable Hour</b>	<b>\$10.37</b>	<b>\$10.29</b>	<b>\$10.84</b>	<b>\$10.75</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$89.30	\$89.85	\$93.33	\$93.79	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.93</b>	<b>\$2.01</b>	<b>\$2.02</b>	<b>\$2.11</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$12.44</b>	<b>\$12.53</b>	<b>\$13.00</b>	<b>\$13.08</b>		
Cost per Billable Hour	\$103.67	\$104.39	\$108.35	\$108.98		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$103.67</b>	<b>\$104.39</b>	<b>\$54.18</b>	<b>\$54.49</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Adaptive Skills Trainer; Specialist**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58	
	- Employee Benefit Rate (as a percent of wages)	15.38%	15.78%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$48.00	\$45.76	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.24	4.07	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	1.34	1.29	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	23.84	22.89	
	Productivity Factor	1.68	1.75	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$80.64</b>	<b>\$80.08</b>
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$4.91</b>	<b>\$6.39</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$11.25</b>	<b>\$11.16</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$96.80	\$97.63	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.10</b>	<b>\$2.18</b>	
	- Administration Percent	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$13.49</b>	<b>\$13.61</b>	
Cost per Billable Hour		\$112.39	\$113.42	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$37.46</b>	<b>\$37.81</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Behavior Analyst**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77	\$58.70	\$55.77	
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%	13.00%	13.28%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75	\$67.99	\$64.75	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	3.34	3.21	4.46	4.28	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	23.40	22.47	22.28	21.40	
	Productivity Factor	1.71	1.78	1.80	1.87	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$116.26</b>	<b>\$115.26</b>	<b>\$122.38</b>	<b>\$121.08</b>
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.00</b>	<b>\$6.51</b>	<b>\$5.25</b>	<b>\$6.83</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$121.26	\$121.77	\$127.63	\$127.91	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.27</b>	<b>\$4.45</b>	<b>\$4.49</b>	<b>\$4.67</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$17.12</b>	<b>\$17.21</b>	<b>\$18.02</b>	<b>\$18.08</b>	
Cost per Billable Hour		\$142.65	\$143.43	\$150.14	\$150.66	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$142.65</b>	<b>\$143.43</b>	<b>\$75.07</b>	<b>\$75.33</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Behavior Analyst**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77	
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.91	4.71	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	21.83	20.97	
Productivity Factor	1.83	1.91		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$124.42</b>	<b>\$123.67</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.36</b>	<b>\$6.97</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$129.78	\$130.64	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.58</b>	<b>\$4.77</b>	
	- Administration Percent	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$18.32</b>	<b>\$18.47</b>	
Cost per Billable Hour		\$152.68	\$153.88	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$50.89</b>	<b>\$51.29</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Associate Behavior Analyst**

		<b>1:1</b>		<b>1:2</b>		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$27.36	\$25.99	\$27.36	\$25.99	
	- Employee Benefit Rate (as a percent of wages)	19.12%	19.72%	19.12%	19.72%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$31.85	\$33.36	\$31.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	2.23	2.14	3.34	3.21	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	1.34	1.29	1.34	1.29	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	25.85	24.82	24.74	23.75	
	Productivity Factor	1.55	1.61	1.62	1.68	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$51.71</b>	<b>\$51.28</b>	<b>\$54.04</b>	<b>\$53.51</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$4.53</b>	<b>\$5.89</b>	<b>\$4.73</b>	<b>\$6.16</b>	
Supervision	- Supervision Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77	
	- Hours of Supervision per Week	1.00	1.00	1.00	1.00	
	<b>Supervision Cost per Billable Hour</b>	<b>\$4.69</b>	<b>\$4.91</b>	<b>\$4.90</b>	<b>\$5.13</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$60.93	\$62.08	\$63.67	\$64.80	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.93</b>	<b>\$2.01</b>	<b>\$2.02</b>	<b>\$2.11</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$8.57</b>	<b>\$8.74</b>	<b>\$8.96</b>	<b>\$9.12</b>	
Cost per Billable Hour		\$71.43	\$72.83	\$74.65	\$76.03	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$71.43</b>	<b>\$72.83</b>	<b>\$37.33</b>	<b>\$38.02</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Associate Behavior Analyst**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
<b>Direct Care Staff Wages and Benefits</b>	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$27.36	\$25.99	
	- Employee Benefit Rate (as a percent of wages)	19.12%	19.72%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$31.85	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.24	4.07	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	1.34	1.29	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	23.84	22.89	
Productivity Factor	1.68	1.75		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$56.04</b>	<b>\$55.74</b>	
<b>Mileage</b>	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$4.91</b>	<b>\$6.39</b>	
<b>Supervision</b>	- Supervision Hourly Cost	\$121.26	\$121.77	
	- Hours of Supervision per Week	1.00	1.00	
	<b>Supervision Cost per Billable Hour</b>	<b>\$5.09</b>	<b>\$5.32</b>	
<b>Admin. and Prog. Operations</b>	Cost per Hour, Before Program Operations and Administration	\$66.04	\$67.45	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.10</b>	<b>\$2.18</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$9.29</b>	<b>\$9.50</b>	
Cost per Billable Hour		\$77.43	\$79.13	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$25.81</b>	<b>\$26.38</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Behavior Management Assistant**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$27.36	\$25.99	\$27.36	\$25.99	
	- Employee Benefit Rate (as a percent of wages)	19.12%	19.72%	19.12%	19.72%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$31.85	\$33.36	\$31.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	2.23	2.14	3.34	3.21	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	1.34	1.29	1.34	1.29	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	25.85	24.82	24.74	23.75	
Productivity Factor	1.55	1.61	1.62	1.68		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$51.71</b>	<b>\$51.28</b>	<b>\$54.04</b>	<b>\$53.51</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$4.53</b>	<b>\$5.89</b>	<b>\$4.73</b>	<b>\$6.16</b>	
Supervision	- Supervision Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77	
	- Hours of Supervision per Week	1.00	1.00	1.00	1.00	
	<b>Supervision Cost per Billable Hour</b>	<b>\$4.69</b>	<b>\$4.91</b>	<b>\$4.90</b>	<b>\$5.13</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$60.93	\$62.08	\$63.67	\$64.80	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.93</b>	<b>\$2.01</b>	<b>\$2.02</b>	<b>\$2.11</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$8.57</b>	<b>\$8.74</b>	<b>\$8.96</b>	<b>\$9.12</b>	
Cost per Billable Hour		\$71.43	\$72.83	\$74.65	\$76.03	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$71.43</b>	<b>\$72.83</b>	<b>\$37.33</b>	<b>\$38.02</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Behavior Management Assistant**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$27.36	\$25.99	
	- Employee Benefit Rate (as a percent of wages)	19.12%	19.72%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$31.85	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.24	4.07	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	1.34	1.29	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	23.84	22.89	
	Productivity Factor	1.68	1.75	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$56.04</b>	<b>\$55.74</b>
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$4.91</b>	<b>\$6.39</b>	
Supervision	- Supervision Hourly Cost	\$121.26	\$121.77	
	- Hours of Supervision per Week	1.00	1.00	
	<b>Supervision Cost per Billable Hour</b>	<b>\$5.09</b>	<b>\$5.32</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$66.04	\$67.45	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.10</b>	<b>\$2.18</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$9.29</b>	<b>\$9.50</b>	
Cost per Billable Hour		\$77.43	\$79.13	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$25.81</b>	<b>\$26.38</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Behavior Technician - Paraprofessional**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39	\$21.46	\$20.39	
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%	19.87%	20.51%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.33	\$25.15	\$26.33	\$25.15	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	4.21	5.26	4.21	5.26	
	- Recordkeeping and Reporting	1.92	1.84	2.87	2.76	
	- Supervision and Other Employer Time	1.78	1.71	1.78	1.71	
	- Missed Appointments (not redirected to other tasks)	0.77	0.74	0.77	0.74	
	- Training	0.96	0.96	0.96	0.96	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	21.92	21.05	20.97	20.13	
	Productivity Factor	1.58	1.64	1.65	1.72	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$41.60</b>	<b>\$41.25</b>	<b>\$43.44</b>	<b>\$43.26</b>	
	Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250
- Number of Miles Adjusted for Mix of FT and PT Staff		173	216	173	216	
- Amount per Mile		\$0.585	\$0.585	\$0.585	\$0.585	
Weekly Mileage Cost		\$101.21	\$126.36	\$101.21	\$126.36	
<b>Mileage Cost per Billable Hour</b>		<b>\$4.62</b>	<b>\$6.00</b>	<b>\$4.83</b>	<b>\$6.28</b>	
Supervision	- Supervision Hourly Cost	\$121.26	\$121.77	\$121.26	\$121.77	
	- Hours of Supervision per Week	2.00	2.00	2.00	2.00	
	<b>Supervision Cost per Billable Hour</b>	<b>\$11.06</b>	<b>\$11.57</b>	<b>\$11.57</b>	<b>\$12.10</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$57.28	\$58.82	\$59.84	\$61.64	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.28</b>	<b>\$2.38</b>	<b>\$2.38</b>	<b>\$2.48</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$8.12</b>	<b>\$8.35</b>	<b>\$8.48</b>	<b>\$8.74</b>		
Cost per Billable Hour		\$67.68	\$69.55	\$70.70	\$72.86	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$67.68</b>	<b>\$69.55</b>	<b>\$35.35</b>	<b>\$36.43</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Behavior Technician - Paraprofessional**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39	
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.33	\$25.15	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	4.21	5.26	
	- Recordkeeping and Reporting	3.63	3.49	
	- Supervision and Other Employer Time	1.78	1.71	
	- Missed Appointments (not redirected to other tasks)	0.77	0.74	
	- Training	0.96	0.96	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	20.21	19.40	
	Productivity Factor	1.71	1.78	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$45.02</b>	<b>\$44.77</b>	
	Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
- Number of Miles Adjusted for Mix of FT and PT Staff		173	216	
- Amount per Mile		\$0.585	\$0.585	
Weekly Mileage Cost		\$101.21	\$126.36	
<b>Mileage Cost per Billable Hour</b>		<b>\$5.01</b>	<b>\$6.51</b>	
Supervision	- Supervision Hourly Cost	\$121.26	\$121.77	
	- Hours of Supervision per Week	2.00	2.00	
	<b>Supervision Cost per Billable Hour</b>	<b>\$12.00</b>	<b>\$12.55</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$62.03	\$63.83	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.47</b>	<b>\$2.58</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$8.80</b>	<b>\$9.06</b>		
Cost per Billable Hour		\$73.30	\$75.47	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$24.43</b>	<b>\$25.16</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Behavior Management Consultant**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$32.17	\$30.56	\$32.17	\$30.56	
	- Employee Benefit Rate (as a percent of wages)	17.40%	17.92%	17.40%	17.92%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$38.67	\$36.90	\$38.67	\$36.90	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	3.34	3.21	4.46	4.28	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	23.40	22.47	22.28	21.40	
	Productivity Factor	1.71	1.78	1.80	1.87	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$66.13</b>	<b>\$65.68</b>	<b>\$69.61</b>	<b>\$69.00</b>
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.00</b>	<b>\$6.51</b>	<b>\$5.25</b>	<b>\$6.83</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$71.13	\$72.19	\$74.86	\$75.83	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.27</b>	<b>\$4.45</b>	<b>\$4.49</b>	<b>\$4.67</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$10.28</b>	<b>\$10.45</b>	<b>\$10.82</b>	<b>\$10.98</b>	
Cost per Billable Hour		\$85.68	\$87.09	\$90.17	\$91.48	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$85.68</b>	<b>\$87.09</b>	<b>\$45.09</b>	<b>\$45.74</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Behavior Management Consultant**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$32.17	\$30.56	
	- Employee Benefit Rate (as a percent of wages)	17.40%	17.92%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$38.67	\$36.90	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.91	4.71	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	21.83	20.97	
	Productivity Factor	1.83	1.91	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$70.77</b>	<b>\$70.48</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.36</b>	<b>\$6.97</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$76.13	\$77.45	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.58</b>	<b>\$4.77</b>	
	- Administration Percent	12.0%	12.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$11.01</b>	<b>\$11.21</b>	
Cost per Billable Hour	\$91.72	\$93.43		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$30.57</b>	<b>\$31.14</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program - Early Intervention Specialist, Home-  
and Community-Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$35.65	\$33.87	\$35.65	\$33.87	
	- Employee Benefit Rate (as a percent of wages)	16.45%	16.91%	16.45%	16.91%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.52	\$40.55	\$42.52	\$40.55	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	2.23	2.14	3.34	3.21	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	1.34	1.29	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	23.17	22.25	22.06	21.18	
	Productivity Factor	1.73	1.80	1.81	1.89	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$73.56</b>	<b>\$72.99</b>	<b>\$76.96</b>	<b>\$76.64</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.05</b>	<b>\$6.57</b>	<b>\$5.30</b>	<b>\$6.91</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	\$2,681.69	\$2,554.10	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$11.57</b>	<b>\$11.48</b>	<b>\$12.16</b>	<b>\$12.06</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$90.18	\$91.04	\$94.42	\$95.61	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.16</b>	<b>\$2.25</b>	<b>\$2.27</b>	<b>\$2.36</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$12.59</b>	<b>\$12.72</b>	<b>\$13.19</b>	<b>\$13.36</b>		
Cost per Billable Hour	\$104.93	\$106.01	\$109.88	\$111.33		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$104.93</b>	<b>\$106.01</b>	<b>\$54.94</b>	<b>\$55.67</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program - Early Intervention Specialist, Home-  
and Community-Based**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$35.65	\$33.87	
	- Employee Benefit Rate (as a percent of wages)	16.45%	16.91%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.52	\$40.55	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.24	4.07	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	21.16	20.32	
	Productivity Factor	1.89	1.97	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$80.36</b>	<b>\$79.88</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.53</b>	<b>\$7.20</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$12.67</b>	<b>\$12.57</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$98.56	\$99.65	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.36</b>	<b>\$2.46</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$13.76</b>	<b>\$13.92</b>		
Cost per Billable Hour	\$114.68	\$116.03		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$38.23</b>	<b>\$38.68</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program - Early Intervention Assistants, Home-  
and Community-Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$25.38	\$24.11	\$25.38	\$24.11	
	- Employee Benefit Rate (as a percent of wages)	17.98%	18.53%	17.98%	18.53%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.66	\$29.26	\$30.66	\$29.26	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	4.25	5.31	4.25	5.31	
	- Recordkeeping and Reporting	1.94	1.86	2.90	2.78	
	- Supervision and Other Employer Time	0.90	0.86	0.90	0.86	
	- Missed Appointments (not redirected to other tasks)	0.77	0.74	0.77	0.74	
	- Interdisciplinary team case reviews/planning	1.16	1.11	1.16	1.11	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	21.87	21.01	20.91	20.09	
Productivity Factor	1.58	1.65	1.65	1.72		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$48.44</b>	<b>\$48.28</b>	<b>\$50.59</b>	<b>\$50.33</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216	173	216	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$101.21	\$126.36	\$101.21	\$126.36	
	<b>Mileage Cost per Billable Hour</b>	<b>\$4.63</b>	<b>\$6.01</b>	<b>\$4.84</b>	<b>\$6.29</b>	
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87	\$35.65	\$33.87	
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%	16.45%	16.91%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Weekly Supervision Cost	\$1,700.79	\$1,622.10	\$1,700.79	\$1,622.10	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$7.78</b>	<b>\$7.72</b>	<b>\$8.13</b>	<b>\$8.07</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$60.85	\$62.01	\$63.56	\$64.69	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.29</b>	<b>\$2.38</b>	<b>\$2.39</b>	<b>\$2.49</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$8.61</b>	<b>\$8.78</b>	<b>\$8.99</b>	<b>\$9.16</b>		
Cost per Billable Hour	\$71.75	\$73.17	\$74.94	\$76.34		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$71.75</b>	<b>\$73.17</b>	<b>\$37.47</b>	<b>\$38.17</b>		



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program - Early Intervention Assistants, Home-  
and Community-Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$25.38	\$24.11	
	- Employee Benefit Rate (as a percent of wages)	17.98%	18.53%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.66	\$29.26	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	4.25	5.31	
	- Recordkeeping and Reporting	3.66	3.51	
	- Supervision and Other Employer Time	0.90	0.86	
	- Missed Appointments (not redirected to other tasks)	0.77	0.74	
	- Interdisciplinary team case reviews/planning	1.16	1.11	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	20.15	19.36	
Productivity Factor	1.72	1.79		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$52.74</b>	<b>\$52.38</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$101.21	\$126.36	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.02</b>	<b>\$6.53</b>	
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87	
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Weekly Supervision Cost	\$1,700.79	\$1,622.10	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$8.44</b>	<b>\$8.38</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$66.20	\$67.29	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.48</b>	<b>\$2.58</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$9.37</b>	<b>\$9.53</b>	
Cost per Billable Hour		\$78.05	\$79.40	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$26.02</b>	<b>\$26.47</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Home- and Community-  
Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85	\$67.04	\$63.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	3.34	3.21	4.46	4.28	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	1.34	1.29	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	22.06	21.18	20.94	20.11	
Productivity Factor	1.81	1.89	1.91	1.99		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$121.34</b>	<b>\$120.68</b>	<b>\$128.05</b>	<b>\$127.06</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.30</b>	<b>\$6.91</b>	<b>\$5.59</b>	<b>\$7.27</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$126.64	\$127.59	\$133.64	\$134.33	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.53</b>	<b>\$4.72</b>	<b>\$4.78</b>	<b>\$4.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$17.89</b>	<b>\$18.04</b>	<b>\$18.88</b>	<b>\$19.00</b>	
Cost per Billable Hour		\$149.06	\$150.35	\$157.30	\$158.30	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$149.06</b>	<b>\$150.35</b>	<b>\$78.65</b>	<b>\$79.15</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Home- and Community-  
Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
<b>Direct Care Staff Wages and Benefits</b>	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96	
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.91	4.71	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	20.49	19.68	
	Productivity Factor	1.95	2.03	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$130.73</b>	<b>\$129.62</b>		
<b>Mileage</b>	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.71</b>	<b>\$7.43</b>	
<b>Admin. and Prog. Operations</b>	Cost per Hour, Before Program Operations and Administration	\$136.44	\$137.05	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.88</b>	<b>\$5.08</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$19.27</b>	<b>\$19.38</b>		
Cost per Billable Hour	\$160.59	\$161.51		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$53.53</b>	<b>\$53.84</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Home- and  
Community-Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58	\$40.61	\$38.58	
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%	14.11%	14.45%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24	\$47.49	\$45.24	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Travel Time Between Individuals	4.28	5.35	4.28	5.35	
	- Recordkeeping and Reporting	2.91	2.79	3.89	3.73	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.78	0.75	0.78	0.75	
	- Collateral contacts (not billable)	2.34	2.25	2.34	2.25	
	- Interdisciplinary team case reviews/planning	1.17	1.12	1.17	1.12	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	19.15	18.39	18.17	17.45	
	Productivity Factor	1.81	1.88	1.90	1.98	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$85.96</b>	<b>\$85.05</b>	<b>\$90.23</b>	<b>\$89.58</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216	173	216	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$101.21	\$126.36	\$101.21	\$126.36	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.29</b>	<b>\$6.87</b>	<b>\$5.57</b>	<b>\$7.24</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	\$2,681.69	\$2,554.10	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$14.00</b>	<b>\$13.89</b>	<b>\$14.76</b>	<b>\$14.64</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$105.25	\$105.81	\$110.56	\$111.46	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.61</b>	<b>\$2.72</b>	<b>\$2.75</b>	<b>\$2.87</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$14.71</b>	<b>\$14.80</b>	<b>\$15.45</b>	<b>\$15.59</b>	
Cost per Billable Hour		\$122.57	\$123.33	\$128.76	\$129.92	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$122.57</b>	<b>\$123.33</b>	<b>\$64.38</b>	<b>\$64.96</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Home- and  
Community-Based**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58	
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Travel Time Between Individuals	4.28	5.35	
	- Recordkeeping and Reporting	4.28	4.11	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.78	0.75	
	- Collateral contacts (not billable)	2.34	2.25	
	- Interdisciplinary team case reviews/planning	1.17	1.12	
	- Training	0.48	0.48	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	17.78	17.07	
	Productivity Factor	1.95	2.03	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$92.61</b>	<b>\$91.84</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$101.21	\$126.36	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.69</b>	<b>\$7.40</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$15.08</b>	<b>\$14.96</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$113.38	\$114.20	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.81</b>	<b>\$2.93</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$15.84</b>	<b>\$15.97</b>	
Cost per Billable Hour		\$132.03	\$133.10	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$44.01</b>	<b>\$44.37</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Home- and Community-  
Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$63.47	\$60.30	\$63.47	\$60.30	
	- Employee Benefit Rate (as a percent of wages)	12.59%	12.85%	12.59%	12.85%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$73.25	\$69.75	\$73.25	\$69.75	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	3.34	3.21	4.46	4.28	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	1.34	1.29	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	22.06	21.18	20.94	20.11	
	Productivity Factor	1.81	1.89	1.91	1.99	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$132.58</b>	<b>\$131.83</b>	<b>\$139.91</b>	<b>\$138.80</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.30</b>	<b>\$6.91</b>	<b>\$5.59</b>	<b>\$7.27</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$137.88	\$138.74	\$145.50	\$146.07	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.53</b>	<b>\$4.72</b>	<b>\$4.78</b>	<b>\$4.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$19.42</b>	<b>\$19.56</b>	<b>\$20.49</b>	<b>\$20.60</b>	
Cost per Billable Hour		\$161.83	\$163.02	\$170.77	\$171.64	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$161.83</b>	<b>\$163.02</b>	<b>\$85.39</b>	<b>\$85.82</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Home- and Community-  
Based**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$63.47	\$60.30	
	- Employee Benefit Rate (as a percent of wages)	12.59%	12.85%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$73.25	\$69.75	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.91	4.71	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	20.49	19.68	
Productivity Factor	1.95	2.03		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$142.84</b>	<b>\$141.59</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.71</b>	<b>\$7.43</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$148.55	\$149.02	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.88</b>	<b>\$5.08</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$20.92</b>	<b>\$21.01</b>		
Cost per Billable Hour	\$174.35	\$175.11		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$58.12</b>	<b>\$58.37</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Home- and  
Community-Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$26.89	\$25.55	\$26.89	\$25.55	
	- Employee Benefit Rate (as a percent of wages)	19.32%	19.93%	19.32%	19.93%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.84	\$31.36	\$32.84	\$31.36	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	3.34	3.21	4.46	4.28	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	1.34	1.29	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	22.06	21.18	20.94	20.11	
	Productivity Factor	1.81	1.89	1.91	1.99	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$59.44</b>	<b>\$59.27</b>	<b>\$62.72</b>	<b>\$62.41</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.30</b>	<b>\$6.91</b>	<b>\$5.59</b>	<b>\$7.27</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$64.74	\$66.18	\$68.31	\$69.68	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.53</b>	<b>\$4.72</b>	<b>\$4.78</b>	<b>\$4.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$9.45</b>	<b>\$9.67</b>	<b>\$9.97</b>	<b>\$10.18</b>		
Cost per Billable Hour	\$78.72	\$80.57	\$83.06	\$84.83		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$78.72</b>	<b>\$80.57</b>	<b>\$41.53</b>	<b>\$42.42</b>		



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Home- and  
Community-Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$26.89	\$25.55	
	- Employee Benefit Rate (as a percent of wages)	19.32%	19.93%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.84	\$31.36	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.91	4.71	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	20.49	19.68	
Productivity Factor	1.95	2.03		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$64.04</b>	<b>\$63.66</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.71</b>	<b>\$7.43</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$69.75	\$71.09	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.88</b>	<b>\$5.08</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$10.18</b>	<b>\$10.39</b>		
Cost per Billable Hour		\$84.81	\$86.56	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$28.27</b>	<b>\$28.85</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Nurse, Home- and Community-Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$64.68	\$61.45	\$64.68	\$61.45	
	- Employee Benefit Rate (as a percent of wages)	12.43%	12.76%	12.43%	12.76%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$74.54	\$71.02	\$74.54	\$71.02	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	3.34	3.21	4.46	4.28	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	1.34	1.29	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	22.06	21.18	20.94	20.11	
	Productivity Factor	1.81	1.89	1.91	1.99	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$134.92</b>	<b>\$134.23</b>	<b>\$142.37</b>	<b>\$141.33</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.30</b>	<b>\$6.91</b>	<b>\$5.59</b>	<b>\$7.27</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$140.22	\$141.14	\$147.96	\$148.60	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.53</b>	<b>\$4.72</b>	<b>\$4.78</b>	<b>\$4.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$19.74</b>	<b>\$19.89</b>	<b>\$20.83</b>	<b>\$20.94</b>		
Cost per Billable Hour		\$164.49	\$165.75	\$173.57	\$174.51	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$164.49</b>	<b>\$165.75</b>	<b>\$86.79</b>	<b>\$87.26</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Nurse, Home- and Community-Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
<b>Direct Care Staff Wages and Benefits</b>	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$64.68	\$61.45	
	- Employee Benefit Rate (as a percent of wages)	12.43%	12.76%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$74.54	\$71.02	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.91	4.71	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	20.49	19.68	
Productivity Factor	1.95	2.03		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$145.35</b>	<b>\$144.17</b>		
<b>Mileage</b>	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.71</b>	<b>\$7.43</b>	
<b>Admin. and Prog. Operations</b>	Cost per Hour, Before Program Operations and Administration	\$151.06	\$151.60	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.88</b>	<b>\$5.08</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$21.26</b>	<b>\$21.37</b>		
Cost per Billable Hour		\$177.20	\$178.05	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$59.07</b>	<b>\$59.35</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Dietician, Home- and Community-  
Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$44.90	\$42.66	\$44.90	\$42.66	
	- Employee Benefit Rate (as a percent of wages)	14.64%	15.01%	14.64%	15.01%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.74	\$50.27	\$52.74	\$50.27	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	3.34	3.21	4.46	4.28	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	1.34	1.29	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
"Billable" Hours	22.06	21.18	20.94	20.11		
Productivity Factor	1.81	1.89	1.91	1.99		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$95.46</b>	<b>\$95.01</b>	<b>\$100.73</b>	<b>\$100.04</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.30</b>	<b>\$6.91</b>	<b>\$5.59</b>	<b>\$7.27</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$100.76	\$101.92	\$106.32	\$107.31	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.53</b>	<b>\$4.72</b>	<b>\$4.78</b>	<b>\$4.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$14.36</b>	<b>\$14.54</b>	<b>\$15.15</b>	<b>\$15.31</b>		
Cost per Billable Hour	\$119.65	\$121.18	\$126.25	\$127.59		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$119.65</b>	<b>\$121.18</b>	<b>\$63.13</b>	<b>\$63.80</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Dietician, Home- and Community-  
Based**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$44.90	\$42.66	
	- Employee Benefit Rate (as a percent of wages)	14.64%	15.01%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.74	\$50.27	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.91	4.71	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	20.49	19.68	
Productivity Factor	1.95	2.03		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$102.84</b>	<b>\$102.05</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.71</b>	<b>\$7.43</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$108.55	\$109.48	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.88</b>	<b>\$5.08</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$15.47</b>	<b>\$15.62</b>		
Cost per Billable Hour	\$128.90	\$130.18		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$42.97</b>	<b>\$43.39</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Home- and  
Community-Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$39.35	\$37.38	\$39.35	\$37.38	
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%	15.62%	16.04%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$46.61	\$44.43	\$46.61	\$44.43	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	3.34	3.21	4.46	4.28	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	1.34	1.29	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	22.06	21.18	20.94	20.11	
	Productivity Factor	1.81	1.89	1.91	1.99	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$84.36</b>	<b>\$83.97</b>	<b>\$89.03</b>	<b>\$88.42</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.30</b>	<b>\$6.91</b>	<b>\$5.59</b>	<b>\$7.27</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$89.66	\$90.88	\$94.62	\$95.69	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.53</b>	<b>\$4.72</b>	<b>\$4.78</b>	<b>\$4.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$12.84</b>	<b>\$13.04</b>	<b>\$13.55</b>	<b>\$13.73</b>	
Cost per Billable Hour		\$107.03	\$108.64	\$112.95	\$114.39	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$107.03</b>	<b>\$108.64</b>	<b>\$56.48</b>	<b>\$57.20</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Home- and  
Community-Based**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$39.35	\$37.38	
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$46.61	\$44.43	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.91	4.71	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	20.49	19.68	
	Productivity Factor	1.95	2.03	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$90.89</b>	<b>\$90.19</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.71</b>	<b>\$7.43</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$96.60	\$97.62	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.88</b>	<b>\$5.08</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$13.84</b>	<b>\$14.00</b>		
Cost per Billable Hour	\$115.32	\$116.70		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$38.44</b>	<b>\$38.90</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Home- and Community-  
Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77	\$58.70	\$55.77	
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%	13.00%	13.28%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75	\$67.99	\$64.75	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	4.91	6.14	
	- Recordkeeping and Reporting	3.34	3.21	4.46	4.28	
	- Supervision and Other Employer Time	0.45	0.43	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	1.34	1.29	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	22.06	21.18	20.94	20.11	
	Productivity Factor	1.81	1.89	1.91	1.99	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$123.06</b>	<b>\$122.38</b>	<b>\$129.86</b>	<b>\$128.85</b>	
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	200	250	
	- Amount per Mile	\$0.585	\$0.585	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.30</b>	<b>\$6.91</b>	<b>\$5.59</b>	<b>\$7.27</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$128.36	\$129.29	\$135.45	\$136.12	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.53</b>	<b>\$4.72</b>	<b>\$4.78</b>	<b>\$4.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$18.12</b>	<b>\$18.27</b>	<b>\$19.12</b>	<b>\$19.24</b>	
Cost per Billable Hour		\$151.01	\$152.28	\$159.35	\$160.33	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$151.01</b>	<b>\$152.28</b>	<b>\$79.68</b>	<b>\$80.17</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Home- and Community-  
Based**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77	
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	4.91	6.14	
	- Recordkeeping and Reporting	4.91	4.71	
	- Supervision and Other Employer Time	0.45	0.43	
	- Missed Appointments (not redirected to other tasks)	0.89	0.85	
	- Collateral contacts (not billable)	2.68	2.57	
	- Interdisciplinary team case reviews/planning	1.34	1.29	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	20.49	19.68	
	Productivity Factor	1.95	2.03	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$132.58</b>	<b>\$131.44</b>		
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250	
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250	
	- Amount per Mile	\$0.585	\$0.585	
	Weekly Mileage Cost	\$117.00	\$146.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.71</b>	<b>\$7.43</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$138.29	\$138.87	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.88</b>	<b>\$5.08</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$19.52</b>	<b>\$19.63</b>		
Cost per Billable Hour	\$162.69	\$163.58		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$54.23</b>	<b>\$54.53</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program - Early Intervention Specialist,  
Center/Facility Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$35.65	\$33.87	\$35.65	\$33.87	
	- Employee Benefit Rate (as a percent of wages)	16.45%	16.91%	16.45%	16.91%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.52	\$40.55	\$42.52	\$40.55	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	2.23	2.23	3.34	3.34	
	- Supervision and Other Employer Time	0.45	0.45	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.45	0.45	0.45	0.45	
	- Collateral contacts (not billable)	2.68	2.68	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	28.52	28.52	27.41	27.41	
Productivity Factor	1.40	1.40	1.46	1.46		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$59.53</b>	<b>\$56.77</b>	<b>\$62.08</b>	<b>\$59.20</b>		
Facility	- Square Feet of Service Space	100	100	150	150	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost	\$1,500.00	\$1,200.00	\$2,250.00	\$1,800.00	
	Annual Billable Hours	1,483.04	\$1,483.04	1,425.32	\$1,425.32	
	<b>Facility Cost per Billable Hour</b>	<b>\$1.01</b>	<b>\$0.81</b>	<b>\$1.58</b>	<b>\$1.26</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	\$2,681.69	\$2,554.10	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$9.40</b>	<b>\$8.96</b>	<b>\$9.78</b>	<b>\$9.32</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$69.94	\$66.54	\$73.44	\$69.78	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.75</b>	<b>\$1.75</b>	<b>\$1.82</b>	<b>\$1.82</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$9.78</b>	<b>\$9.31</b>	<b>\$10.26</b>	<b>\$9.76</b>		
Cost per Billable Hour	\$81.47	\$77.60	\$85.52	\$81.36		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$81.47</b>	<b>\$77.60</b>	<b>\$42.76</b>	<b>\$40.68</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program - Early Intervention Specialist,  
Center/Facility Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$35.65	\$33.87	
	- Employee Benefit Rate (as a percent of wages)	16.45%	16.91%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.52	\$40.55	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	4.24	4.24	
	- Supervision and Other Employer Time	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.45	0.45	
	- Collateral contacts (not billable)	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	26.51	26.51	
Productivity Factor	1.51	1.51		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$64.21</b>	<b>\$61.23</b>		
Facility	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost	\$3,000.00	\$2,400.00	
	Annual Billable Hours	1,378.52	1,378.52	
	<b>Facility Cost per Billable Hour</b>	<b>\$2.18</b>	<b>\$1.74</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$10.12</b>	<b>\$9.63</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$76.51	\$72.60	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.89</b>	<b>\$1.89</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$10.69</b>	<b>\$10.16</b>		
Cost per Billable Hour	\$89.09	\$84.65		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$29.70</b>	<b>\$28.22</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program - Early Intervention Assistants,  
Center/Facility Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$25.38	\$24.11	\$25.38	\$24.11	
	- Employee Benefit Rate (as a percent of wages)	17.98%	18.53%	17.98%	18.53%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.66	\$29.26	\$30.66	\$29.26	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Recordkeeping and Reporting	1.94	1.94	2.90	2.90	
	- Supervision and Other Employer Time	0.90	0.90	0.90	0.90	
	- Missed Appointments (not redirected to other tasks)	0.39	0.39	0.39	0.39	
	- Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	
	- Interdisciplinary team case reviews/planning	1.16	1.16	1.16	1.16	
	- Training	0.67	0.67	0.67	0.67	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	25.53	25.53	24.57	24.57	
Productivity Factor	1.36	1.36	1.41	1.41		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$41.70</b>	<b>\$39.79</b>	<b>\$43.23</b>	<b>\$41.26</b>		
Facility	- Square Feet of Service Space	100	100	150	150	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost	\$1,500.00	\$1,200.00	\$2,250.00	\$1,800.00	
	Annual Billable Hours	1,327.56	\$1,327.56	1,277.64	\$1,277.64	
	<b>Facility Cost per Billable Hour</b>	<b>\$1.13</b>	<b>\$0.90</b>	<b>\$1.76</b>	<b>\$1.41</b>	
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87	\$35.65	\$33.87	
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%	16.45%	16.91%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Weekly Supervision Cost	\$1,700.79	\$1,622.10	\$1,700.79	\$1,622.10	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$6.66</b>	<b>\$6.35</b>	<b>\$6.92</b>	<b>\$6.60</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$49.49	\$47.04	\$51.91	\$49.27	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$2.04</b>	<b>\$2.04</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$7.02</b>	<b>\$6.68</b>	<b>\$7.36</b>	<b>\$7.00</b>		
Cost per Billable Hour	\$58.47	\$55.68	\$61.31	\$58.31		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$58.47</b>	<b>\$55.68</b>	<b>\$30.66</b>	<b>\$29.16</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program - Early Intervention Assistants,  
Center/Facility Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
<b>Direct Care Staff Wages and Benefits</b>	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$25.38	\$24.11	
	- Employee Benefit Rate (as a percent of wages)	17.98%	18.53%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.66	\$29.26	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	3.66	3.66	
	- Supervision and Other Employer Time	0.90	0.90	
	- Missed Appointments (not redirected to other tasks)	0.39	0.39	
	- Program Set-Up/ Clean-Up	0.97	0.97	
	- Interdisciplinary team case reviews/planning	1.16	1.16	
	- Training	0.67	0.67	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	23.81	23.81	
Productivity Factor	1.45	1.45		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$44.46</b>	<b>\$42.43</b>		
<b>Facility</b>	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost	\$3,000.00	\$2,400.00	
	Annual Billable Hours	1,238.12	1,238.12	
	<b>Facility Cost per Billable Hour</b>	<b>\$2.42</b>	<b>\$1.94</b>	
<b>Supervision</b>	- Supervisor Hourly Wage	\$35.65	\$33.87	
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Weekly Supervision Cost	\$1,700.79	\$1,622.10	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$7.14</b>	<b>\$6.81</b>		
<b>Admin. and Prog. Operations</b>	Cost per Hour, Before Program Operations and Administration	\$54.02	\$51.18	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.10</b>	<b>\$2.10</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$7.65</b>	<b>\$7.27</b>		
Cost per Billable Hour	\$63.77	\$60.55		
- Number of Individuals Served	3	3		
<b>Rate per Billable Hour</b>	<b>\$21.26</b>	<b>\$20.18</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Center/Facility Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85	\$67.04	\$63.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	4.01	4.01	5.13	5.13	
	- Supervision and Other Employer Time	0.45	0.45	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	26.30	26.30	25.18	25.18	
Productivity Factor	1.52	1.52	1.59	1.59		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$101.90</b>	<b>\$97.05</b>	<b>\$106.59</b>	<b>\$101.52</b>	
Facility	- Square Feet of Service Space	100	100	150	150	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost	\$1,500.00	\$1,200.00	\$2,250.00	\$1,800.00	
	Annual Billable Hours	1,367.60	\$1,367.60	1,309.36	\$1,309.36	
	<b>Facility Cost per Billable Hour</b>	<b>\$1.10</b>	<b>\$0.88</b>	<b>\$1.72</b>	<b>\$1.37</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$103.00	\$97.93	\$108.31	\$102.89	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.80</b>	<b>\$3.80</b>	<b>\$3.97</b>	<b>\$3.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$14.56</b>	<b>\$13.87</b>	<b>\$15.31</b>	<b>\$14.57</b>	
Cost per Billable Hour		\$121.36	\$115.60	\$127.59	\$121.43	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$121.36</b>	<b>\$115.60</b>	<b>\$63.80</b>	<b>\$60.72</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Center/Facility Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
<b>Direct Care Staff Wages and Benefits</b>	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96	
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	5.57	5.57	
	- Supervision and Other Employer Time	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	24.74	24.74	
	Productivity Factor	1.62	1.62	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$108.60</b>	<b>\$103.44</b>	
<b>Facility</b>	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost	\$3,000.00	\$2,400.00	
	Annual Billable Hours	1,286.48	\$1,286.48	
	<b>Facility Cost per Billable Hour</b>	<b>\$2.33</b>	<b>\$1.87</b>	
<b>Admin. and Prog. Operations</b>	Cost per Hour, Before Program Operations and Administration	\$110.93	\$105.31	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.04</b>	<b>\$4.04</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$15.68</b>	<b>\$14.91</b>		
Cost per Billable Hour		\$130.65	\$124.26	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$43.55</b>	<b>\$41.42</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Center/Facility  
Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	70%	70%	
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58	\$40.61	\$38.58	
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%	14.11%	14.45%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24	\$47.49	\$45.24	
	<i>Productivity Adjustments</i>					
	Total Hours	34.60	34.60	34.60	34.60	
	- Recordkeeping and Reporting	3.50	3.50	4.47	4.47	
	- Supervision and Other Employer Time	0.45	0.45	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.78	0.78	0.78	0.78	
	- Collateral contacts (not billable)	2.34	2.34	2.34	2.34	
	- Interdisciplinary team case reviews/planning	1.17	1.17	1.17	1.17	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.04	3.04	3.04	3.04	
	"Billable" Hours	22.84	22.84	21.87	21.87	
Productivity Factor	1.51	1.51	1.58	1.58		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$71.71</b>	<b>\$68.31</b>	<b>\$75.03</b>	<b>\$71.48</b>		
Facility	- Square Feet of Service Space	100	100	150	150	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost	\$1,500.00	\$1,200.00	\$2,250.00	\$1,800.00	
	Annual Billable Hours	1,187.68	\$1,187.68	1,137.24	\$1,137.24	
	<b>Facility Cost per Billable Hour</b>	<b>\$1.26</b>	<b>\$1.01</b>	<b>\$1.98</b>	<b>\$1.58</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	\$2,681.69	\$2,554.10	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Billable Hour</b>	<b>\$11.74</b>	<b>\$11.18</b>	<b>\$12.26</b>	<b>\$11.68</b>		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$84.71	\$80.50	\$89.27	\$84.74	
	- Daily Program Operations Costs	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.19</b>	<b>\$2.19</b>	<b>\$2.29</b>	<b>\$2.29</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$11.85</b>	<b>\$11.28</b>	<b>\$12.49</b>	<b>\$11.87</b>		
Cost per Billable Hour	\$98.75	\$93.97	\$104.05	\$98.90		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$98.75</b>	<b>\$93.97</b>	<b>\$52.03</b>	<b>\$49.45</b>		



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Center/Facility  
Based**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%	
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58	
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24	
	<i>Productivity Adjustments</i>			
	Total Hours	34.60	34.60	
	- Recordkeeping and Reporting	4.85	4.85	
	- Supervision and Other Employer Time	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.78	0.78	
	- Collateral contacts (not billable)	2.34	2.34	
	- Interdisciplinary team case reviews/planning	1.17	1.17	
	- Training	0.48	0.48	
	- Paid Time Off	3.04	3.04	
	"Billable" Hours	21.49	21.49	
Productivity Factor	1.61	1.61		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$76.46</b>	<b>\$72.84</b>	
Facility	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost	\$3,000.00	\$2,400.00	
	Annual Billable Hours	1,117.48	\$1,117.48	
	<b>Facility Cost per Billable Hour</b>	<b>\$2.68</b>	<b>\$2.15</b>	
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96	
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Weekly Supervision Cost	\$2,681.69	\$2,554.10	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$12.48</b>	<b>\$11.89</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$91.62	\$86.88	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$2.33</b>	<b>\$2.33</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$12.81</b>	<b>\$12.17</b>	
Cost per Billable Hour		\$106.76	\$101.38	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$35.59</b>	<b>\$33.79</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Center/Facility Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$63.47	\$60.30	\$63.47	\$60.30	
	- Employee Benefit Rate (as a percent of wages)	12.59%	12.85%	12.59%	12.85%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$73.25	\$69.75	\$73.25	\$69.75	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	4.01	4.01	5.13	5.13	
	- Supervision and Other Employer Time	0.45	0.45	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	26.30	26.30	25.18	25.18	
Productivity Factor	1.52	1.52	1.59	1.59		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$111.34</b>	<b>\$106.02</b>	<b>\$116.47</b>	<b>\$110.90</b>		
Facility	- Square Feet of Service Space	100	100	150	150	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost	\$1,500.00	\$1,200.00	\$2,250.00	\$1,800.00	
	Annual Billable Hours	1,367.60	\$1,367.60	1,309.36	\$1,309.36	
	<b>Facility Cost per Billable Hour</b>	<b>\$1.10</b>	<b>\$0.88</b>	<b>\$1.72</b>	<b>\$1.37</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$112.44	\$106.90	\$118.19	\$112.27	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.80</b>	<b>\$3.80</b>	<b>\$3.97</b>	<b>\$3.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$15.85</b>	<b>\$15.10</b>	<b>\$16.66</b>	<b>\$15.85</b>		
Cost per Billable Hour		\$132.09	\$125.80	\$138.82	\$132.09	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$132.09</b>	<b>\$125.80</b>	<b>\$69.41</b>	<b>\$66.05</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Center/Facility Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$63.47	\$60.30	
	- Employee Benefit Rate (as a percent of wages)	12.59%	12.85%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$73.25	\$69.75	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	5.57	5.57	
	- Supervision and Other Employer Time	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	24.74	24.74	
Productivity Factor	1.62	1.62		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$118.67</b>	<b>\$113.00</b>		
Facility	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost	\$3,000.00	\$2,400.00	
	Annual Billable Hours	1,286.48	\$1,286.48	
	<b>Facility Cost per Billable Hour</b>	<b>\$2.33</b>	<b>\$1.87</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$121.00	\$114.87	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.04</b>	<b>\$4.04</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$17.05</b>	<b>\$16.22</b>		
Cost per Billable Hour		\$142.09	\$135.13	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$47.36</b>	<b>\$45.04</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Center/Facility  
Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$26.89	\$25.55	\$26.89	\$25.55	
	- Employee Benefit Rate (as a percent of wages)	19.32%	19.93%	19.32%	19.93%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.84	\$31.36	\$32.84	\$31.36	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	4.01	4.01	5.13	5.13	
	- Supervision and Other Employer Time	0.45	0.45	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	26.30	26.30	25.18	25.18	
Productivity Factor	1.52	1.52	1.59	1.59		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$49.92</b>	<b>\$47.67</b>	<b>\$52.22</b>	<b>\$49.86</b>		
Facility	- Square Feet of Service Space	100	100	150	150	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost	\$1,500.00	\$1,200.00	\$2,250.00	\$1,800.00	
	Annual Billable Hours	1,367.60	\$1,367.60	1,309.36	\$1,309.36	
	<b>Facility Cost per Billable Hour</b>	<b>\$1.10</b>	<b>\$0.88</b>	<b>\$1.72</b>	<b>\$1.37</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$51.02	\$48.55	\$53.94	\$51.23	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.80</b>	<b>\$3.80</b>	<b>\$3.97</b>	<b>\$3.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$7.48</b>	<b>\$7.14</b>	<b>\$7.90</b>	<b>\$7.53</b>		
Cost per Billable Hour	\$62.30	\$59.49	\$65.81	\$62.73		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$62.30</b>	<b>\$59.49</b>	<b>\$32.91</b>	<b>\$31.37</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Center/Facility  
Based**

		1:3		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$26.89	\$25.55	
	- Employee Benefit Rate (as a percent of wages)	19.32%	19.93%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.84	\$31.36	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	5.57	5.57	
	- Supervision and Other Employer Time	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	24.74	24.74	
Productivity Factor	1.62	1.62		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$53.20</b>	<b>\$50.80</b>		
Facility	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost	\$3,000.00	\$2,400.00	
	Annual Billable Hours	1,286.48	\$1,286.48	
	<b>Facility Cost per Billable Hour</b>	<b>\$2.33</b>	<b>\$1.87</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$55.53	\$52.67	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.04</b>	<b>\$4.04</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$8.12</b>	<b>\$7.73</b>		
Cost per Billable Hour		\$67.69	\$64.44	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$22.56</b>	<b>\$21.48</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Nurse, Home- and Community-Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$64.68	\$61.45	\$64.68	\$61.45	
	- Employee Benefit Rate (as a percent of wages)	12.43%	12.76%	12.43%	12.76%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$74.54	\$71.02	\$74.54	\$71.02	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	4.01	4.01	5.13	5.13	
	- Supervision and Other Employer Time	0.45	0.45	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	26.30	26.30	25.18	25.18	
Productivity Factor	1.52	1.52	1.59	1.59		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$113.30</b>	<b>\$107.95</b>	<b>\$118.52</b>	<b>\$112.92</b>		
Facility	- Square Feet of Service Space	100	100	150	150	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost	\$1,500.00	\$1,200.00	\$2,250.00	\$1,800.00	
	Annual Billable Hours	1,367.60	\$1,367.60	1,309.36	\$1,309.36	
	<b>Facility Cost per Billable Hour</b>	<b>\$1.10</b>	<b>\$0.88</b>	<b>\$1.72</b>	<b>\$1.37</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$114.40	\$108.83	\$120.24	\$114.29	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.80</b>	<b>\$3.80</b>	<b>\$3.97</b>	<b>\$3.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$16.12</b>	<b>\$15.36</b>	<b>\$16.94</b>	<b>\$16.13</b>		
Cost per Billable Hour	\$134.32	\$127.99	\$141.15	\$134.39		
- Number of Individuals Served	1	1	2	2		
<b>Rate per Billable Hour</b>	<b>\$134.32</b>	<b>\$127.99</b>	<b>\$70.58</b>	<b>\$67.20</b>		

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Nurse, Home- and Community-Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$64.68	\$61.45	
	- Employee Benefit Rate (as a percent of wages)	12.43%	12.76%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$74.54	\$71.02	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	5.57	5.57	
	- Supervision and Other Employer Time	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	24.74	24.74	
Productivity Factor	1.62	1.62		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$120.75</b>	<b>\$115.05</b>		
Facility	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost	\$3,000.00	\$2,400.00	
	Annual Billable Hours	1,286.48	\$1,286.48	
	<b>Facility Cost per Billable Hour</b>	<b>\$2.33</b>	<b>\$1.87</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$123.08	\$116.92	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.04</b>	<b>\$4.04</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$17.33</b>	<b>\$16.49</b>		
Cost per Billable Hour		\$144.45	\$137.45	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$48.15</b>	<b>\$45.82</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Dietician, Center/Facility Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$44.90	\$42.66	\$44.90	\$42.66	
	- Employee Benefit Rate (as a percent of wages)	14.64%	15.01%	14.64%	15.01%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.74	\$50.27	\$52.74	\$50.27	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	4.01	4.01	5.13	5.13	
	- Supervision and Other Employer Time	0.45	0.45	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	26.30	26.30	25.18	25.18	
Productivity Factor	1.52	1.52	1.59	1.59		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$80.16</b>	<b>\$76.41</b>	<b>\$83.86</b>	<b>\$79.93</b>		
Facility	- Square Feet of Service Space	100	100	150	150	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost	\$1,500.00	\$1,200.00	\$2,250.00	\$1,800.00	
	Annual Billable Hours	1,367.60	\$1,367.60	1,309.36	\$1,309.36	
	<b>Facility Cost per Billable Hour</b>	<b>\$1.10</b>	<b>\$0.88</b>	<b>\$1.72</b>	<b>\$1.37</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$81.26	\$77.29	\$85.58	\$81.30	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.80</b>	<b>\$3.80</b>	<b>\$3.97</b>	<b>\$3.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$11.60</b>	<b>\$11.06</b>	<b>\$12.21</b>	<b>\$11.63</b>		
Cost per Billable Hour		\$96.66	\$92.15	\$101.76	\$96.90	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$96.66</b>	<b>\$92.15</b>	<b>\$50.88</b>	<b>\$48.45</b>	



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Dietician, Center/Facility Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
<b>Direct Care Staff Wages and Benefits</b>	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$44.90	\$42.66	
	- Employee Benefit Rate (as a percent of wages)	14.64%	15.01%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.74	\$50.27	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	5.57	5.57	
	- Supervision and Other Employer Time	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	24.74	24.74	
Productivity Factor	1.62	1.62		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$85.44</b>	<b>\$81.44</b>		
<b>Facility</b>	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost	\$3,000.00	\$2,400.00	
	Annual Billable Hours	1,286.48	\$1,286.48	
	<b>Facility Cost per Billable Hour</b>	<b>\$2.33</b>	<b>\$1.87</b>	
<b>Admin. and Prog. Operations</b>	Cost per Hour, Before Program Operations and Administration	\$87.77	\$83.31	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.04</b>	<b>\$4.04</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$12.52</b>	<b>\$11.91</b>		
Cost per Billable Hour		\$104.33	\$99.26	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$34.78</b>	<b>\$33.09</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Center/Facility Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$39.35	\$37.38	\$39.35	\$37.38	
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%	15.62%	16.04%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$46.61	\$44.43	\$46.61	\$44.43	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	4.01	4.01	5.13	5.13	
	- Supervision and Other Employer Time	0.45	0.45	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	26.30	26.30	25.18	25.18	
	Productivity Factor	1.52	1.52	1.59	1.59	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$70.85</b>	<b>\$67.53</b>	<b>\$74.11</b>	<b>\$70.64</b>	
Facility	- Square Feet of Service Space	100	100	150	150	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost	\$1,500.00	\$1,200.00	\$2,250.00	\$1,800.00	
	Annual Billable Hours	1,367.60	\$1,367.60	1,309.36	\$1,309.36	
	<b>Facility Cost per Billable Hour</b>	<b>\$1.10</b>	<b>\$0.88</b>	<b>\$1.72</b>	<b>\$1.37</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$71.95	\$68.41	\$75.83	\$72.01	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.80</b>	<b>\$3.80</b>	<b>\$3.97</b>	<b>\$3.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>		<b>\$10.33</b>	<b>\$9.85</b>	<b>\$10.88</b>	<b>\$10.36</b>	
Cost per Billable Hour		\$86.08	\$82.06	\$90.68	\$86.34	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$86.08</b>	<b>\$82.06</b>	<b>\$45.34</b>	<b>\$43.17</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Center/Facility Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
<b>Direct Care Staff Wages and Benefits</b>	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$39.35	\$37.38	
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$46.61	\$44.43	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	5.57	5.57	
	- Supervision and Other Employer Time	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	24.74	24.74	
	Productivity Factor	1.62	1.62	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$75.51</b>	<b>\$71.98</b>		
<b>Facility</b>	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost	\$3,000.00	\$2,400.00	
	Annual Billable Hours	1,286.48	\$1,286.48	
	<b>Facility Cost per Billable Hour</b>	<b>\$2.33</b>	<b>\$1.87</b>	
<b>Admin. and Prog. Operations</b>	Cost per Hour, Before Program Operations and Administration	\$77.84	\$73.85	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.04</b>	<b>\$4.04</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$11.17</b>	<b>\$10.62</b>		
Cost per Billable Hour		\$93.05	\$88.51	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$31.02</b>	<b>\$29.50</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Center/Facility Based**

		1:1		1:2		
		Base Model	RC Model	Base Model	RC Model	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	100%	100%	
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77	\$58.70	\$55.77	
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%	13.00%	13.28%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75	\$67.99	\$64.75	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	4.01	4.01	5.13	5.13	
	- Supervision and Other Employer Time	0.45	0.45	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	
	- Training	0.48	0.48	0.48	0.48	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	26.30	26.30	25.18	25.18	
Productivity Factor	1.52	1.52	1.59	1.59		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$103.34</b>	<b>\$98.42</b>	<b>\$108.10</b>	<b>\$102.95</b>		
Facility	- Square Feet of Service Space	100	100	150	150	
	- Annual Cost per Square Foot	\$15.00	\$12.00	\$15.00	\$12.00	
	Annual Facility Cost	\$1,500.00	\$1,200.00	\$2,250.00	\$1,800.00	
	Annual Billable Hours	1,367.60	\$1,367.60	1,309.36	\$1,309.36	
	<b>Facility Cost per Billable Hour</b>	<b>\$1.10</b>	<b>\$0.88</b>	<b>\$1.72</b>	<b>\$1.37</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$104.44	\$99.30	\$109.82	\$104.32	
	- Daily Program Operations Costs	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$3.80</b>	<b>\$3.80</b>	<b>\$3.97</b>	<b>\$3.97</b>	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$14.76</b>	<b>\$14.06</b>	<b>\$15.52</b>	<b>\$14.77</b>		
Cost per Billable Hour		\$123.00	\$117.16	\$129.31	\$123.06	
- Number of Individuals Served		1	1	2	2	
<b>Rate per Billable Hour</b>		<b>\$123.00</b>	<b>\$117.16</b>	<b>\$64.66</b>	<b>\$61.53</b>	

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Center/Facility Based**

		<b>1:3</b>		
		Base Model	RC Model	
Unit of Service		Hour	Hour	
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%	
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77	
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%	
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	5.57	5.57	
	- Supervision and Other Employer Time	0.45	0.45	
	- Missed Appointments (not redirected to other tasks)	0.89	0.89	
	- Collateral contacts (not billable)	2.68	2.68	
	- Interdisciplinary team case reviews/planning	1.34	1.34	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	24.74	24.74	
Productivity Factor	1.62	1.62		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$110.14</b>	<b>\$104.90</b>		
Facility	- Square Feet of Service Space	200	200	
	- Annual Cost per Square Foot	\$15.00	\$12.00	
	Annual Facility Cost	\$3,000.00	\$2,400.00	
	Annual Billable Hours	1,286.48	\$1,286.48	
	<b>Facility Cost per Billable Hour</b>	<b>\$2.33</b>	<b>\$1.87</b>	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$112.47	\$106.77	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	<b>Program Operations Cost per Billable Hour</b>	<b>\$4.04</b>	<b>\$4.04</b>	
	- Administration Percent	12.0%	12.0%	
<b>Administration Cost per Billable Hour</b>	<b>\$15.89</b>	<b>\$15.11</b>		
Cost per Billable Hour		\$132.40	\$125.92	
- Number of Individuals Served		3	3	
<b>Rate per Billable Hour</b>		<b>\$44.13</b>	<b>\$41.97</b>	

# DDS Vendor Rate Study

## Appendices to Rate Models

- prepared for -

California Department of Developmental Services

- prepared by -

Burns & Associates, Inc.  
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**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix A: Summary of All Regional Categories**

Wages	Travel	Commercial Real Estate
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***Base Model Multipliers***

Category A	95%	90%	80%
Category B	100%	105%	115%
Category C	115%	125%	130%

***Regional Center Designations***

Alta Regional Center	Category A	Category C	Category A
Central Valley Regional Center	Category A	Category C	Category A
Regional Center of the East Bay	Category C	Category B	Category C
Far Northern Regional Center	Category A	Category C	Category A
Golden Gate Regional Center	Category C	Category A	Category C
Inland Regional Center	Category A	Category C	Category A
Kern Regional Center	Category A	Category C	Category A
Eastern Los Angeles Regional Center	Category B	Category A	Category B
Frank D. Lanterman Regional Center	Category B	Category A	Category B
Harbor Regional Center	Category B	Category B	Category B
North Los Angeles Regional Center	Category B	Category B	Category B
San Gabriel/ Pomona Regional Center	Category B	Category B	Category B
South Central Los Angeles Regional Center	Category B	Category A	Category B
Westside Regional Center	Category B	Category A	Category B
North Bay Regional Center	Category B	Category B	Category A
Regional Center of Orange County	Category B	Category B	Category B
Redwood Coast Regional Center	Category A	Category C	Category A
San Andreas Regional Center	Category C	Category B	Category C
San Diego Regional Center	Category B	Category B	Category B
Tri-Counties Regional Center	Category B	Category C	Category B
Valley Mountain Regional Center	Category A	Category C	Category A

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix B: Wage Assumptions  
Data for Occupations with Duties Related to HCBS**

BLS Code and Title	Education and Training Requirement (per Bureau of Labor Statistics)			Bureau of Labor Statistics Wages (May 2020)				
	Typical Education	Related Experience	Typical on-the- job training	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151 Social/ community svc. mgr.	Bachelor's	Under 5 yrs	None	\$19.17	\$25.76	\$34.64	\$46.03	\$59.80
19-3031 Clinic./ counsel./ school psychologist	Doctoral/ prof	None	Intern/ resident	\$27.76	\$40.18	\$51.67	\$65.50	\$82.97
21-1012 Edu./ guidance/ school/ voc. counselor	Master's	None	None	\$20.46	\$26.01	\$37.44	\$50.96	\$62.20
21-1013 Marriage and family therapist	Master's	None	Intern/ resident	\$15.74	\$18.12	\$23.67	\$31.59	\$44.29
21-1015 Rehabilitation counselor	Master's	None	None	\$13.31	\$14.11	\$15.56	\$21.35	\$29.96
21-1018 Substance/ behav./ mental hlth. counselor	Bachelor's	None	None	\$15.76	\$18.24	\$24.08	\$31.78	\$46.59
21-1021 Child/ family/ school social worker	Bachelor's	None	None	\$16.67	\$19.79	\$25.21	\$34.11	\$45.86
21-1022 Healthcare social worker	Master's	None	Intern/ resident	\$21.35	\$27.66	\$37.34	\$49.82	\$62.92
21-1023 Mental hlth/ substance abuse social worker	Master's	None	Intern/ resident	\$17.15	\$22.47	\$32.96	\$47.55	\$57.08
21-1091 Health educator	Bachelor's	None	None	\$17.82	\$22.73	\$30.84	\$44.28	\$52.85
21-1093 Social and human service assistant	High school	None	Short-term OTJ	\$13.90	\$15.76	\$19.69	\$25.72	\$32.87
21-1094 Community health worker	High school	None	Short-term OTJ	\$15.74	\$18.46	\$23.18	\$30.22	\$39.00
25-2051 Special ed. teachers, preschool 2/	Bachelor's	None	None	\$19.36	\$26.32	\$31.38	\$48.83	\$62.33
25-3097 Teachers and instructors, all other 2/	Bachelor's	None	None	\$17.48	\$19.56	\$25.16	\$48.28	\$66.39
25-9045 Teaching Assistants, Except Postsecondary	Bachelor's	None	None	\$17.31	\$19.01	\$22.34	\$26.49	\$31.03
29-1031 Dietitian/ nutritionist	Bachelor's	None	Intern/ resident	\$24.86	\$33.18	\$39.52	\$46.43	\$51.95
29-1122 Occupational therapist	Master's	None	None	\$30.35	\$41.55	\$49.62	\$58.71	\$65.11
29-1123 Physical therapist	Doctoral/ prof	None	None	\$32.72	\$41.29	\$50.92	\$60.70	\$68.50
29-1125 Recreational therapist	Bachelor's	None	None	\$19.27	\$29.19	\$39.26	\$46.65	\$51.25
29-1127 Speech-language pathologist	Master's	None	Intern/ resident	\$29.73	\$37.94	\$46.08	\$54.00	\$62.55
29-1141 Registered nurse	Bachelor's	None	None	\$36.62	\$45.18	\$56.93	\$71.07	\$83.35
29-1181 Audiologists	Doctoral/ prof	None	None	\$36.05	\$45.89	\$55.87	\$63.34	\$71.27
29-1223 Psychiatrist	Doctoral/ prof	None	Intern/ resident	\$55.19	\$83.95	1/	1/	1/
29-2053 Psychiatric technician	Postsec. award	Under 5 yrs	Short-term OTJ	\$16.51	\$21.12	\$29.04	\$34.56	\$39.17
29-2061 Licensed practical/ vocational nurse	Postsec. award	None	None	\$21.70	\$25.53	\$30.01	\$36.28	\$41.21
31-1120 Home Health and Personal Care Aides	High school	None	Short-term OTJ	\$13.01	\$13.02	\$14.05	\$15.26	\$18.80
31-1131 Nursing Assistants	Postsec. award	None	None	\$13.90	\$15.52	\$18.06	\$21.45	\$25.31
31-1132 Orderlies	High school	None	Short-term OTJ	\$14.00	\$15.99	\$19.44	\$25.65	\$30.93
31-1133 Psychiatric Aides	High school	None	Short-term OTJ	\$13.57	\$14.52	\$15.99	\$18.89	\$27.57
31-2011 Occupational therapy assistant	Associate's	None	None	\$26.54	\$30.72	\$35.75	\$40.20	\$46.15
31-2012 Occupational therapy aides	High school	None	Short-term OTJ	\$13.02	\$13.72	\$15.07	\$18.75	\$27.13
31-2021 Physical therapist assistant	Associate's	None	None	\$20.55	\$29.08	\$35.04	\$39.82	\$45.32
31-2022 Physical therapist aide	High school	None	Short-term OTJ	\$13.02	\$13.30	\$14.73	\$17.05	\$19.79
31-9092 Medical assistant	Postsec. award	None	None	\$13.80	\$15.81	\$19.00	\$25.13	\$30.55
37-2011 Janitor/ cleaner	None	None	Short-term OTJ	\$13.02	\$14.01	\$16.26	\$20.51	\$25.91
37-2012 Maids and housekeeping cleaners	None	None	Short-term OTJ	\$13.02	\$13.75	\$15.36	\$18.98	\$24.70
39-1098 First-Line Supervisors of Personal Service Workers	High school	Under 5 yrs	None	\$14.72	\$17.36	\$22.22	\$30.27	\$38.36
39-9032 Recreation worker	High school	None	Short-term OTJ	\$13.02	\$13.82	\$15.29	\$18.86	\$23.72
39-9041 Residential advisor	High school	None	Short-term OTJ	\$13.64	\$15.07	\$17.51	\$21.03	\$27.39
53-3052 Bus Drivers, Transit and Intercity	High school	None	Mod-term OTJ	\$16.53	\$20.05	\$25.71	\$31.46	\$38.04

1/ The BLS does not publish wages that exceed \$100 per hour or \$208,000 per year.

2/ Only annual salaries are reported for teacher positions; hourly wages have been calculated based on a 1,600-hour work year



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix B: Wage Assumptions  
BLS Wage Adjustment Assumptions - Minimum Wage 'Spillover' and Wage Inflation**

Current minimum wage	\$13.00
Future minimum wage	\$15.00
'Tipping point' at which formula does not produce an increase	\$17.99

**Adjustment for Minimum Wage 'Spillover'**

<b>Current Wage</b>	<b>Dollar Amount from Previous 'Step'</b>	<b>Percentage of Dollar Amount from Previous Step 'Captured' as Part of Wage Increase</b>	<b>Dollar Amount from Previous Step 'Captured' as Part of Wage Increase</b>	<b>Revised Wage</b>
\$13.00				\$15.00
\$13.01 - \$14.00	\$1.00	90%	\$0.80	\$15.01 - \$15.80
\$14.01 - \$15.00	\$1.00	80%	\$0.70	\$15.81 - \$16.50
\$15.01 - \$16.00	\$1.00	70%	\$0.60	\$16.51 - \$17.10
\$16.01 - \$17.00	\$1.00	60%	\$0.50	\$17.11 - \$17.60
\$17.01 - \$17.99	\$1.00	50%	\$0.40	\$17.60 - \$18.00

**Adjustment of Wage Inflation**

<b>Weighted Annual Average<sup>1</sup></b>	<b>4.90%</b>
BLS Dataset Month	May-20
Midpoint of Initial Year of Implementation	Jan-23
Number of Months Between BLS Dataset and Implementation Midpoint	32
<b>Total Inflation Factor</b>	<b>13.61%</b>

<sup>1</sup> Compound annual growth rate for net earnings in California for 2010 – 2020; Source: <https://apps.bea.gov/regional/bearfacts/action.cfm>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix B: Wage Assumptions  
BLS Wage Data With Greater of Minimum Wage or Inflation Adjustments**

BLS Code and Title	Bureau of Labor Statistics Wages (May 2020 After Adjustment)				
	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151 Social/ community svc. mgr.	\$21.78	\$29.26	\$39.35	\$52.29	\$67.94
19-3031 Clinic./ counsel./ school psychologist	\$31.54	\$45.65	\$58.70	\$74.41	\$94.26
21-1012 Edu./ guidance/ school/ voc. counselor	\$23.24	\$29.55	\$42.53	\$57.89	\$70.66
21-1013 Marriage and family therapist	\$17.88	\$20.59	\$26.89	\$35.89	\$50.32
21-1015 Rehabilitation counselor	\$15.12	\$16.03	\$17.68	\$24.25	\$34.04
21-1018 Substance/ behav./ mental hlth. counselor	\$17.90	\$20.72	\$27.36	\$36.10	\$52.93
21-1021 Child/ family/ school social worker	\$18.94	\$22.48	\$28.64	\$38.75	\$52.10
21-1022 Healthcare social worker	\$24.25	\$31.42	\$42.42	\$56.60	\$71.48
21-1023 Mental hlth/ substance abuse social worker	\$19.48	\$25.53	\$37.44	\$54.02	\$64.85
21-1091 Health educator	\$20.24	\$25.82	\$35.04	\$50.30	\$60.04
21-1093 Social and human service assistant	\$15.79	\$17.90	\$22.37	\$29.22	\$37.34
21-1094 Community health worker	\$17.88	\$20.97	\$26.33	\$34.33	\$44.31
25-2051 Special ed. teachers, preschool 2/	\$21.99	\$29.90	\$35.65	\$55.47	\$70.81
25-3097 Teachers and instructors, all other 2/	\$19.86	\$22.22	\$28.58	\$54.85	\$75.42
25-9045 Teaching Assistants, Except Postsecondary	\$19.67	\$21.60	\$25.38	\$30.09	\$35.25
29-1031 Dietitian/ nutritionist	\$28.24	\$37.69	\$44.90	\$52.75	\$59.02
29-1122 Occupational therapist	\$34.48	\$47.20	\$56.37	\$66.70	\$73.97
29-1123 Physical therapist	\$37.17	\$46.91	\$57.85	\$68.96	\$77.82
29-1125 Recreational therapist	\$21.89	\$33.16	\$44.60	\$53.00	\$58.22
29-1127 Speech-language pathologist	\$33.78	\$43.10	\$52.35	\$61.35	\$71.06
29-1141 Registered nurse	\$41.60	\$51.33	\$64.68	\$80.74	\$94.69
29-1181 Audiologists	\$40.95	\$52.13	\$63.47	\$71.96	\$80.97
29-1223 Psychiatrist	\$62.70	\$95.37	1/	1/	1/
29-2053 Psychiatric technician	\$18.76	\$23.99	\$32.99	\$39.26	\$44.50
29-2061 Licensed practical/ vocational nurse	\$24.65	\$29.00	\$34.09	\$41.22	\$46.82
31-1120 Home Health and Personal Care Aides	\$15.00	\$15.00	\$15.96	\$17.34	\$21.36
31-1131 Nursing Assistants	\$15.79	\$17.63	\$20.52	\$24.37	\$28.75
31-1132 Orderlies	\$15.90	\$18.17	\$22.09	\$29.14	\$35.14
31-1133 Psychiatric Aides	\$15.42	\$16.50	\$18.17	\$21.46	\$31.32
31-2011 Occupational therapy assistant	\$30.15	\$34.90	\$40.61	\$45.67	\$52.43
31-2012 Occupational therapy aides	\$15.00	\$15.59	\$17.12	\$21.30	\$30.82
31-2021 Physical therapist assistant	\$23.35	\$33.04	\$39.81	\$45.24	\$51.49
31-2022 Physical therapist aide	\$15.00	\$15.11	\$16.73	\$19.37	\$22.48
31-9092 Medical assistant	\$15.68	\$17.96	\$21.59	\$28.55	\$34.71
37-2011 Janitor/ cleaner	\$15.00	\$15.92	\$18.47	\$23.30	\$29.44
37-2012 Maids and housekeeping cleaners	\$15.00	\$15.62	\$17.45	\$21.56	\$28.06
39-1098 First-Line Supervisors of Personal Service	\$16.72	\$19.72	\$25.24	\$34.39	\$43.58
39-9032 Recreation worker	\$15.00	\$15.70	\$17.37	\$21.43	\$26.95
39-9041 Residential advisor	\$15.50	\$17.12	\$19.89	\$23.89	\$31.12
53-3052 Bus Drivers, Transit and Intercity	\$18.78	\$22.78	\$29.21	\$35.74	\$43.22

1/ The BLS does not publish wages that exceed \$100 per hour or \$208,000 per year.

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix B: Wage Assumptions  
Development of Job Requirements by Service  
(Using BLS Job Codes)**

Personal Assistance	Parent Coordinated Personal Assistance	Independent Living	Independent Living Specialist	Parent Coordinated Supported Living	Supported Living	Parenting Support Services	Respite, Agency	Participant-Directed Respite	Respite, Employer of Record
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**BLS Code and Title**

11-9151	Social/ community svc. mgr.									
19-3031	Clinic./ counsel./ school psychologist									
21-1012	Edu./ guidance/ school/ voc. counselor									
21-1013	Marriage and family therapist					50%				
21-1015	Rehabilitation counselor									
21-1018	Substance/ behav./ mental hlth. counselor									
21-1021	Child/ family/ school social worker									
21-1022	Healthcare social worker									
21-1023	Mental hlth/ substance abuse social worker									
21-1091	Health educator					50%				
21-1093	Social and human service assistant									
21-1094	Community health worker									
25-2051	Special ed. teachers, preschool 2/									
25-3097	Teachers and instructors, all other 2/									
25-9045	Teaching Assistants, Except Postsecondary									
29-1031	Dietitian/ nutritionist									
29-1122	Occupational therapist									
29-1123	Physical therapist									
29-1125	Recreational therapist									
29-1127	Speech-language pathologist									
29-1141	Registered nurse									
29-1181	Audiologists									
29-1223	Psychiatrist									
29-2053	Psychiatric technician									
29-2061	Licensed practical/ vocational nurse									
31-1120	Home Health and Personal Care Aides	90%	90%	50%	50%	70%	70%	90%	90%	90%
31-1131	Nursing Assistants									
31-1132	Orderlies									
31-1133	Psychiatric Aides	5%	5%	25%	25%	15%	15%	5%	5%	5%
31-2011	Occupational therapy assistant									
31-2012	Occupational therapy aides									
31-2021	Physical therapist assistant									
31-2022	Physical therapist aide									
31-9092	Medical assistant									
37-2011	Janitor/ cleaner									
37-2012	Maids and housekeeping cleaners									
39-1098	First-Line Supervisors									
39-9032	Recreation worker	5%	5%	25%	25%	15%	15%	5%	5%	5%
39-9041	Residential advisor									
53-3052	Bus Drivers, Transit and Intercity									
		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

Tutor Services	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Community Care Facility - Staff Operated Line Staff	Community Care Facility - Owner Operated Line Staff	Community Care Facility - Staff Operated Lead Staff	Community Care Facility - Staff Operated Home Administrator, Level 2-3	Community Care Facility - Staff Operated Home Administrator, Level 4+	Adult Residential Facility for Persons with Special Health Care Needs Line Staff	Adult Residential Facility for Persons with Special Health Care Needs Lead Staff
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**BLS Code and Title**

11-9151	Social/ community svc. mgr.								
19-3031	Clinic./ counsel./ school psychologist								
21-1012	Edu./ guidance/ school/ voc. counselor								
21-1013	Marriage and family therapist								
21-1015	Rehabilitation counselor								
21-1018	Substance/ behav./ mental hlth. counselor								
21-1021	Child/ family/ school social worker								
21-1022	Healthcare social worker								
21-1023	Mental hlth/ substance abuse social worker								
21-1091	Health educator								
21-1093	Social and human service assistant								
21-1094	Community health worker								
25-2051	Special ed. teachers, preschool 2/								
25-3097	Teachers and instructors, all other 2/	100%							
25-9045	Teaching Assistants, Except Postsecondary								
29-1031	Dietitian/ nutritionist								
29-1122	Occupational therapist								
29-1123	Physical therapist								
29-1125	Recreational therapist								
29-1127	Speech-language pathologist								
29-1141	Registered nurse								
29-1181	Audiologists								
29-1223	Psychiatrist								
29-2053	Psychiatric technician								
29-2061	Licensed practical/ vocational nurse								100%
31-1120	Home Health and Personal Care Aides		90%	70%	70%	70%			
31-1131	Nursing Assistants							100%	
31-1132	Orderlies								
31-1133	Psychiatric Aides		5%	15%	15%	15%			
31-2011	Occupational therapy assistant								
31-2012	Occupational therapy aides								
31-2021	Physical therapist assistant								
31-2022	Physical therapist aide								
31-9092	Medical assistant								
37-2011	Janitor/ cleaner								
37-2012	Maids and housekeeping cleaners	100%							
39-1098	First-Line Supervisors					100%	100%		
39-9032	Recreation worker		5%	15%	15%	15%			
39-9041	Residential advisor								
53-3052	Bus Drivers, Transit and Intercity								
		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

Adult Residential Facility for Persons with Special Health Care Needs Home	Enhanced Behavioral Supports Home Administrator	Enhanced Behavioral Supports Home Lead DSP	Enhanced Behavioral Supports Home DSP	Community Crisis Home Administrator	Community Crisis Home Lead DSP	Community Crisis Home DSP	Supported Living-Community Line DSP	Supported Living-Community Lead DSP	Family Home Agency Recruiters
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**BLS Code and Title**

11-9151	Social/ community svc. mgr.		100%			100%				
19-3031	Clinic./ counsel./ school psychologist									
21-1012	Edu./ guidance/ school/ voc. counselor									
21-1013	Marriage and family therapist									
21-1015	Rehabilitation counselor									
21-1018	Substance/ behav./ mental hlth. counselor									
21-1021	Child/ family/ school social worker									
21-1022	Healthcare social worker									
21-1023	Mental hlth/ substance abuse social worker									
21-1091	Health educator									
21-1093	Social and human service assistant									
21-1094	Community health worker									100%
25-2051	Special ed. teachers, preschool 2/									
25-3097	Teachers and instructors, all other 2/									
25-9045	Teaching Assistants, Except Postsecondary									
29-1031	Dietitian/ nutritionist									
29-1122	Occupational therapist									
29-1123	Physical therapist									
29-1125	Recreational therapist									
29-1127	Speech-language pathologist									
29-1141	Registered nurse	100%								
29-1181	Audiologists									
29-1223	Psychiatrist									
29-2053	Psychiatric technician									
29-2061	Licensed practical/ vocational nurse									
31-1120	Home Health and Personal Care Aides						70%	70%		
31-1131	Nursing Assistants									
31-1132	Orderlies									
31-1133	Psychiatric Aides		100%	100%		100%	100%	15%	15%	
31-2011	Occupational therapy assistant									
31-2012	Occupational therapy aides									
31-2021	Physical therapist assistant									
31-2022	Physical therapist aide									
31-9092	Medical assistant									
37-2011	Janitor/ cleaner									
37-2012	Maids and housekeeping cleaners									
39-1098	First-Line Supervisors									
39-9032	Recreation worker						15%	15%		
39-9041	Residential advisor									
53-3052	Bus Drivers, Transit and Intercity									
		100%	100%	100%	100%	100%	100%	100%	100%	100%

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

Family Home Agency Coordinators and Trainers	Family Home Agency In-Home Staff	Supplemental Residential Prog. Supp.	Community-Based Day Programs, Center/Facility	Community-Based Day Programs, Community	Community-Based Day Programs, Community Only	Behavior Management, Center/Facility	Behavior Management, Community	Medical Management, Center/Facility	Medical Management, Community
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**BLS Code and Title**

11-9151	Social/ community svc. mgr.								
19-3031	Clinic./ counsel./ school psychologist								
21-1012	Edu./ guidance/ school/ voc. counselor								
21-1013	Marriage and family therapist								
21-1015	Rehabilitation counselor								
21-1018	Substance/ behav./ mental hlth. counselor								
21-1021	Child/ family/ school social worker								
21-1022	Healthcare social worker								
21-1023	Mental hlth/ substance abuse social worker								
21-1091	Health educator								
21-1093	Social and human service assistant	100%							
21-1094	Community health worker								
25-2051	Special ed. teachers, preschool 2/								
25-3097	Teachers and instructors, all other 2/								
25-9045	Teaching Assistants, Except Postsecondary								
29-1031	Dietitian/ nutritionist								
29-1122	Occupational therapist								
29-1123	Physical therapist								
29-1125	Recreational therapist								
29-1127	Speech-language pathologist								
29-1141	Registered nurse								
29-1181	Audiologists								
29-1223	Psychiatrist								
29-2053	Psychiatric technician								
29-2061	Licensed practical/ vocational nurse								
31-1120	Home Health and Personal Care Aides	70%	90%	50%	50%	50%			
31-1131	Nursing Assistants							100%	100%
31-1132	Orderlies								
31-1133	Psychiatric Aides	15%	5%	25%	25%	25%	100%	100%	
31-2011	Occupational therapy assistant								
31-2012	Occupational therapy aides								
31-2021	Physical therapist assistant								
31-2022	Physical therapist aide								
31-9092	Medical assistant								
37-2011	Janitor/ cleaner								
37-2012	Maids and housekeeping cleaners								
39-1098	First-Line Supervisors								
39-9032	Recreation worker	15%	5%	25%	25%	25%			
39-9041	Residential advisor								
53-3052	Bus Drivers, Transit and Intercity								
		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

In-Home Day Program	Participant-Directed Community-Based Training	Supplemental Day Program Support	Transportation, Company	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program
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**BLS Code and Title**

11-9151	Social/ community svc. mgr.								
19-3031	Clinic./ counsel./ school psychologist								
21-1012	Edu./ guidance/ school/ voc. counselor					25%	50%	25%	
21-1013	Marriage and family therapist								
21-1015	Rehabilitation counselor					75%	50%	75%	
21-1018	Substance/ behav./ mental hlth. counselor								
21-1021	Child/ family/ school social worker								
21-1022	Healthcare social worker								
21-1023	Mental hlth/ substance abuse social worker								
21-1091	Health educator								
21-1093	Social and human service assistant								
21-1094	Community health worker								
25-2051	Special ed. teachers, preschool 2/								
25-3097	Teachers and instructors, all other 2/								
25-9045	Teaching Assistants, Except Postsecondary								
29-1031	Dietitian/ nutritionist								
29-1122	Occupational therapist								
29-1123	Physical therapist								
29-1125	Recreational therapist								
29-1127	Speech-language pathologist								
29-1141	Registered nurse								
29-1181	Audiologists								
29-1223	Psychiatrist								
29-2053	Psychiatric technician								
29-2061	Licensed practical/ vocational nurse								
31-1120	Home Health and Personal Care Aides	70%	70%	90%		70%	90%		70%
31-1131	Nursing Assistants								
31-1132	Orderlies								
31-1133	Psychiatric Aides	15%	15%	5%		15%	5%		15%
31-2011	Occupational therapy assistant								
31-2012	Occupational therapy aides								
31-2021	Physical therapist assistant								
31-2022	Physical therapist aide								
31-9092	Medical assistant								
37-2011	Janitor/ cleaner								
37-2012	Maids and housekeeping cleaners								
39-1098	First-Line Supervisors								
39-9032	Recreation worker	15%	15%	5%		15%	5%		15%
39-9041	Residential advisor								
53-3052	Bus Drivers, Transit and Intercity				100%				
		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

Specialized Therapeutic Services, Professional	Specialized Therapeutic Services, Assistant	Adaptive Skills Trainer; Licensed Professional	Adaptive Skills Trainer; Specialist	Behavior Analyst	Associate Behavior Analyst	Behavior Management Assistant	Behavior Technician - Paraprofessional	Behavior Management Consultant	Infant Development Program - Early Intervention Specialist
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**BLS Code and Title**

11-9151	Social/ community svc. mgr.								
19-3031	Clinic./ counsel./ school psychologist				100%				
21-1012	Edu./ guidance/ school/ voc. counselor								
21-1013	Marriage and family therapist							50%	
21-1015	Rehabilitation counselor								
21-1018	Substance/ behav./ mental hlth. counselor					100%	100%		
21-1021	Child/ family/ school social worker								
21-1022	Healthcare social worker								
21-1023	Mental hlth/ substance abuse social worker							50%	
21-1091	Health educator								
21-1093	Social and human service assistant								
21-1094	Community health worker								
25-2051	Special ed. teachers, preschool 2/								100%
25-3097	Teachers and instructors, all other 2/								
25-9045	Teaching Assistants, Except Postsecondary								
29-1031	Dietitian/ nutritionist								
29-1122	Occupational therapist								
29-1123	Physical therapist	100%		100%					
29-1125	Recreational therapist								
29-1127	Speech-language pathologist								
29-1141	Registered nurse								
29-1181	Audiologists								
29-1223	Psychiatrist								
29-2053	Psychiatric technician								
29-2061	Licensed practical/ vocational nurse								
31-1120	Home Health and Personal Care Aides								
31-1131	Nursing Assistants								
31-1132	Orderlies								
31-1133	Psychiatric Aides						100%		
31-2011	Occupational therapy assistant		100%	100%					
31-2012	Occupational therapy aides								
31-2021	Physical therapist assistant								
31-2022	Physical therapist aide								
31-9092	Medical assistant								
37-2011	Janitor/ cleaner								
37-2012	Maids and housekeeping cleaners								
39-1098	First-Line Supervisors								
39-9032	Recreation worker								
39-9041	Residential advisor								
53-3052	Bus Drivers, Transit and Intercity								
		100%	100%	100%	100%	100%	100%	100%	100%



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

Infant Development Program - Early Intervention Assistants	Infant Development Program, PT/OT/SLP	Infant Development Program, PT/OT/SLP Assistant	Infant Development Program, Audiologist	Infant Development Program, Family Therapist	Infant Development Program, Nurse	Infant Development Program, Dietician	Infant Development Program, Social Worker	Infant Development Program, Psychologist	DSP Supervisor
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**BLS Code and Title**

11-9151	Social/ community svc. mgr.						100%		
19-3031	Clinic./ counsel./ school psychologist							100%	
21-1012	Edu./ guidance/ school/ voc. counselor								
21-1013	Marriage and family therapist				100%				
21-1015	Rehabilitation counselor								
21-1018	Substance/ behav./ mental hlth. counselor								
21-1021	Child/ family/ school social worker								
21-1022	Healthcare social worker								
21-1023	Mental hlth/ substance abuse social worker								
21-1091	Health educator								
21-1093	Social and human service assistant								
21-1094	Community health worker								
25-2051	Special ed. teachers, preschool 2/								
25-3097	Teachers and instructors, all other 2/								
25-9045	Teaching Assistants, Except Postsecondary	100%							
29-1031	Dietitian/ nutritionist					100%			
29-1122	Occupational therapist								
29-1123	Physical therapist		100%						
29-1125	Recreational therapist								
29-1127	Speech-language pathologist								
29-1141	Registered nurse					100%			
29-1181	Audiologists			100%					
29-1223	Psychiatrist								
29-2053	Psychiatric technician								
29-2061	Licensed practical/ vocational nurse								
31-1120	Home Health and Personal Care Aides								
31-1131	Nursing Assistants								
31-1132	Orderlies								
31-1133	Psychiatric Aides								
31-2011	Occupational therapy assistant			100%					
31-2012	Occupational therapy aides								
31-2021	Physical therapist assistant								
31-2022	Physical therapist aide								
31-9092	Medical assistant								
37-2011	Janitor/ cleaner								
37-2012	Maids and housekeeping cleaners								
39-1098	First-Line Supervisors								100%
39-9032	Recreation worker								
39-9041	Residential advisor								
53-3052	Bus Drivers, Transit and Intercity								
		100%	100%	100%	100%	100%	100%	100%	100%

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

Registered Nurse

**BLS Code and Title**

11-9151	Social/ community svc. mgr.	
19-3031	Clinic./ counsel./ school psychologist	
21-1012	Edu./ guidance/ school/ voc. counselor	
21-1013	Marriage and family therapist	
21-1015	Rehabilitation counselor	
21-1018	Substance/ behav./ mental hlth. counselor	
21-1021	Child/ family/ school social worker	
21-1022	Healthcare social worker	
21-1023	Mental hlth/ substance abuse social worker	
21-1091	Health educator	
21-1093	Social and human service assistant	
21-1094	Community health worker	
25-2051	Special ed. teachers, preschool 2/	
25-3097	Teachers and instructors, all other 2/	
25-9045	Teaching Assistants, Except Postsecondary	
29-1031	Dietitian/ nutritionist	
29-1122	Occupational therapist	
29-1123	Physical therapist	
29-1125	Recreational therapist	
29-1127	Speech-language pathologist	
29-1141	Registered nurse	100%
29-1181	Audiologists	
29-1223	Psychiatrist	
29-2053	Psychiatric technician	
29-2061	Licensed practical/ vocational nurse	
31-1120	Home Health and Personal Care Aides	
31-1131	Nursing Assistants	
31-1132	Orderlies	
31-1133	Psychiatric Aides	
31-2011	Occupational therapy assistant	
31-2012	Occupational therapy aides	
31-2021	Physical therapist assistant	
31-2022	Physical therapist aide	
31-9092	Medical assistant	
37-2011	Janitor/ cleaner	
37-2012	Maids and housekeeping cleaners	
39-1098	First-Line Supervisors	
39-9032	Recreation worker	
39-9041	Residential advisor	
53-3052	Bus Drivers, Transit and Intercity	
		<b>100%</b>

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**Appendix B: Wage Assumptions 1/  
Rate Model Wage Assumptions  
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Personal Assistance	Parent Coordinated Personal Assistance	Independent Living	Independent Living Specialist	Parent Coordinated Supported Living	Supported Living	Parenting Support Services	Respite, Agency	Participant-Directed Respite	Respite, Employer of Record
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*Based on Statewide BLS*

10th Percentile	\$15.02	\$15.02	\$15.11	\$15.11	\$15.06	\$15.06	\$19.06	\$15.02	\$15.02	\$15.02
25th Percentile	\$15.11	\$15.11	\$15.55	\$15.55	\$15.33	\$15.33	\$23.21	\$15.11	\$15.11	\$15.11
<b>50th Percentile (Median)</b>	<b>\$16.14</b>	<b>\$16.14</b>	<b>\$16.87</b>	<b>\$16.87</b>	<b>\$16.50</b>	<b>\$16.50</b>	<b>\$30.97</b>	<b>\$16.14</b>	<b>\$16.14</b>	<b>\$16.14</b>
75th Percentile	\$17.75	\$17.75	\$19.39	\$19.39	\$18.57	\$18.57	\$43.10	\$17.75	\$17.75	\$17.75
90th Percentile	\$22.14	\$22.14	\$25.25	\$25.25	\$23.69	\$23.69	\$55.18	\$22.14	\$22.14	\$22.14

*Wage Category A (x 95%)*

10th Percentile	\$14.27	\$14.27	\$14.35	\$14.35	\$14.31	\$14.31	\$18.11	\$14.27	\$14.27	\$14.27
25th Percentile	\$14.35	\$14.35	\$14.77	\$14.77	\$14.56	\$14.56	\$22.05	\$14.35	\$14.35	\$14.35
<b>50th Percentile (Median)</b>	<b>\$15.33</b>	<b>\$15.33</b>	<b>\$16.03</b>	<b>\$16.03</b>	<b>\$15.68</b>	<b>\$15.68</b>	<b>\$29.42</b>	<b>\$15.33</b>	<b>\$15.33</b>	<b>\$15.33</b>
75th Percentile	\$16.86	\$16.86	\$18.42	\$18.42	\$17.64	\$17.64	\$40.95	\$16.86	\$16.86	\$16.86
90th Percentile	\$21.03	\$21.03	\$23.99	\$23.99	\$22.51	\$22.51	\$52.42	\$21.03	\$21.03	\$21.03

*Wage Category B (x 100%)*

10th Percentile	\$15.02	\$15.02	\$15.11	\$15.11	\$15.06	\$15.06	\$19.06	\$15.02	\$15.02	\$15.02
25th Percentile	\$15.11	\$15.11	\$15.55	\$15.55	\$15.33	\$15.33	\$23.21	\$15.11	\$15.11	\$15.11
<b>50th Percentile (Median)</b>	<b>\$16.14</b>	<b>\$16.14</b>	<b>\$16.87</b>	<b>\$16.87</b>	<b>\$16.50</b>	<b>\$16.50</b>	<b>\$30.97</b>	<b>\$16.14</b>	<b>\$16.14</b>	<b>\$16.14</b>
75th Percentile	\$17.75	\$17.75	\$19.39	\$19.39	\$18.57	\$18.57	\$43.10	\$17.75	\$17.75	\$17.75
90th Percentile	\$22.14	\$22.14	\$25.25	\$25.25	\$23.69	\$23.69	\$55.18	\$22.14	\$22.14	\$22.14

*Wage Category C (x 115%)*

10th Percentile	\$17.27	\$17.27	\$17.38	\$17.38	\$17.32	\$17.32	\$21.92	\$17.27	\$17.27	\$17.27
25th Percentile	\$17.38	\$17.38	\$17.88	\$17.88	\$17.63	\$17.63	\$26.69	\$17.38	\$17.38	\$17.38
<b>50th Percentile (Median)</b>	<b>\$18.56</b>	<b>\$18.56</b>	<b>\$19.40</b>	<b>\$19.40</b>	<b>\$18.98</b>	<b>\$18.98</b>	<b>\$35.62</b>	<b>\$18.56</b>	<b>\$18.56</b>	<b>\$18.56</b>
75th Percentile	\$20.41	\$20.41	\$22.30	\$22.30	\$21.36	\$21.36	\$49.57	\$20.41	\$20.41	\$20.41
90th Percentile	\$25.46	\$25.46	\$29.04	\$29.04	\$27.24	\$27.24	\$63.46	\$25.46	\$25.46	\$25.46

1/ Rate model assumptions have been set at the median wage

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**Appendix B: Wage Assumptions 1/  
Rate Model Wage Assumptions  
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Tutor Services	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Community Care Facility - Staff Operated Line Staff	Community Care Facility - Owner Operated Line Staff	Community Care Facility - Staff Operated Lead Staff	Community Care Facility - Staff Operated Home Administrator, Level 2-3	Community Care Facility - Staff Operated Home Administrator, Level 4+	Adult Residential Facility for Persons with Special Health Care Needs Line Staff	Adult Residential Facility for Persons with Special Health Care Needs Lead Staff
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**Based on Statewide BLS**

10th Percentile	\$19.86	\$15.00	\$15.02	\$15.06	\$15.06	\$15.06	\$16.72	\$16.72	\$15.79	\$24.65
25th Percentile	\$22.22	\$15.62	\$15.11	\$15.33	\$15.33	\$15.33	\$19.72	\$19.72	\$17.63	\$29.00
<b>50th Percentile (Median)</b>	<b>\$28.58</b>	<b>\$17.45</b>	<b>\$16.14</b>	<b>\$16.50</b>	<b>\$16.50</b>	<b>\$16.50</b>	<b>\$25.24</b>	<b>\$25.24</b>	<b>\$20.52</b>	<b>\$34.09</b>
75th Percentile	\$54.85	\$21.56	\$17.75	\$18.57	\$18.57	<b>\$18.57</b>	\$34.39	<b>\$34.39</b>	\$24.37	\$41.22
90th Percentile	\$75.42	\$28.06	\$22.14	\$23.69	\$23.69	\$23.69	\$43.58	\$43.58	\$28.75	\$46.82

**Wage Category A (x 95%)**

10th Percentile	\$18.87	\$14.25	\$14.27	\$14.31	\$14.31	\$14.31	\$15.88	\$15.88	\$15.00	\$23.42
25th Percentile	\$21.11	\$14.84	\$14.35	\$14.56	\$14.56	\$14.56	\$18.73	\$18.73	\$16.75	\$27.55
<b>50th Percentile (Median)</b>	<b>\$27.15</b>	<b>\$16.58</b>	<b>\$15.33</b>	<b>\$15.68</b>	<b>\$15.68</b>	\$15.68	<b>\$23.98</b>	\$23.98	<b>\$19.49</b>	<b>\$32.39</b>
75th Percentile	\$52.11	\$20.48	\$16.86	\$17.64	\$17.64	<b>\$17.64</b>	\$32.67	<b>\$32.67</b>	\$23.15	\$39.16
90th Percentile	\$71.65	\$26.66	\$21.03	\$22.51	\$22.51	\$22.51	\$41.40	\$41.40	\$27.31	\$44.48

**Wage Category B (x 100%)**

10th Percentile	\$19.86	\$15.00	\$15.02	\$15.06	\$15.06	\$15.06	\$16.72	\$16.72	\$15.79	\$24.65
25th Percentile	\$22.22	\$15.62	\$15.11	\$15.33	\$15.33	\$15.33	\$19.72	\$19.72	\$17.63	\$29.00
<b>50th Percentile (Median)</b>	<b>\$28.58</b>	<b>\$17.45</b>	<b>\$16.14</b>	<b>\$16.50</b>	<b>\$16.50</b>	\$16.50	<b>\$25.24</b>	\$25.24	<b>\$20.52</b>	<b>\$34.09</b>
75th Percentile	\$54.85	\$21.56	\$17.75	\$18.57	\$18.57	<b>\$18.57</b>	\$34.39	<b>\$34.39</b>	\$24.37	\$41.22
90th Percentile	\$75.42	\$28.06	\$22.14	\$23.69	\$23.69	\$23.69	\$43.58	\$43.58	\$28.75	\$46.82

**Wage Category C (x 115%)**

10th Percentile	\$22.84	\$17.25	\$17.27	\$17.32	\$17.32	\$17.32	\$19.23	\$19.23	\$18.16	\$28.35
25th Percentile	\$25.55	\$17.96	\$17.38	\$17.63	\$17.63	\$17.63	\$22.68	\$22.68	\$20.27	\$33.35
<b>50th Percentile (Median)</b>	<b>\$32.87</b>	<b>\$20.07</b>	<b>\$18.56</b>	<b>\$18.98</b>	<b>\$18.98</b>	\$18.98	<b>\$29.03</b>	\$29.03	<b>\$23.60</b>	<b>\$39.20</b>
75th Percentile	\$63.08	\$24.79	\$20.41	\$21.36	\$21.36	<b>\$21.36</b>	\$39.55	<b>\$39.55</b>	\$28.03	\$47.40
90th Percentile	\$86.73	\$32.27	\$25.46	\$27.24	\$27.24	\$27.24	\$50.12	\$50.12	\$33.06	\$53.84

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix B: Wage Assumptions 1/  
Rate Model Wage Assumptions  
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Adult Residential Facility for Persons with Special Health Care Needs Home Administrator	Enhanced Behavioral Supports Home Administrator	Enhanced Behavioral Supports Home Lead DSP	Enhanced Behavioral Supports Home DSP	Community Crisis Home Administrator	Community Crisis Home Lead DSP	Community Crisis Home DSP	Supported Living-Community Line DSP	Supported Living-Community Lead DSP	Family Home Agency Recruiters
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*Based on Statewide BLS*

10th Percentile	\$41.60	\$21.78	\$15.42	\$15.42	\$21.78	\$15.42	\$15.42	\$15.06	\$15.06	\$17.88
25th Percentile	\$51.33	\$29.26	\$16.50	\$16.50	\$29.26	\$16.50	\$16.50	\$15.33	\$15.33	\$20.97
<b>50th Percentile (Median)</b>	<b>\$64.68</b>	<b>\$39.35</b>	\$18.17	\$18.17	<b>\$39.35</b>	\$18.17	\$18.17	<b>\$16.50</b>	\$16.50	<b>\$26.33</b>
75th Percentile	\$80.74	\$52.29	\$21.46	<b>\$21.46</b>	\$52.29	\$21.46	<b>\$21.46</b>	\$18.57	<b>\$18.57</b>	\$34.33
90th Percentile	\$94.69	\$67.94	<b>\$31.32</b>	\$31.32	\$67.94	<b>\$31.32</b>	\$31.32	\$23.69	\$23.69	\$44.31

*Wage Category A (x 95%)*

10th Percentile	\$39.52	\$20.69	\$14.65	\$14.65	\$20.69	\$14.65	\$14.65	\$14.31	\$14.31	\$16.99
25th Percentile	\$48.76	\$27.80	\$15.68	\$15.68	\$27.80	\$15.68	\$15.68	\$14.56	\$14.56	\$19.92
<b>50th Percentile (Median)</b>	<b>\$61.45</b>	<b>\$37.38</b>	\$17.26	\$17.26	<b>\$37.38</b>	\$17.26	\$17.26	<b>\$15.68</b>	\$15.68	<b>\$25.01</b>
75th Percentile	\$76.70	\$49.68	\$20.39	<b>\$20.39</b>	\$49.68	\$20.39	<b>\$20.39</b>	\$17.64	<b>\$17.64</b>	\$32.61
90th Percentile	\$89.96	\$64.54	<b>\$29.75</b>	\$29.75	\$64.54	<b>\$29.75</b>	\$29.75	\$22.51	\$22.51	\$42.09

*Wage Category B (x 100%)*

10th Percentile	\$41.60	\$21.78	\$15.42	\$15.42	\$21.78	\$15.42	\$15.42	\$15.06	\$15.06	\$17.88
25th Percentile	\$51.33	\$29.26	\$16.50	\$16.50	\$29.26	\$16.50	\$16.50	\$15.33	\$15.33	\$20.97
<b>50th Percentile (Median)</b>	<b>\$64.68</b>	<b>\$39.35</b>	\$18.17	\$18.17	<b>\$39.35</b>	\$18.17	\$18.17	<b>\$16.50</b>	\$16.50	<b>\$26.33</b>
75th Percentile	\$80.74	\$52.29	\$21.46	<b>\$21.46</b>	\$52.29	\$21.46	<b>\$21.46</b>	\$18.57	<b>\$18.57</b>	\$34.33
90th Percentile	\$94.69	\$67.94	<b>\$31.32</b>	\$31.32	\$67.94	<b>\$31.32</b>	\$31.32	\$23.69	\$23.69	\$44.31

*Wage Category C (x 115%)*

10th Percentile	\$47.84	\$25.05	\$17.73	\$17.73	\$25.05	\$17.73	\$17.73	\$17.32	\$17.32	\$20.56
25th Percentile	\$59.03	\$33.65	\$18.98	\$18.98	\$33.65	\$18.98	\$18.98	\$17.63	\$17.63	\$24.12
<b>50th Percentile (Median)</b>	<b>\$74.38</b>	<b>\$45.25</b>	\$20.90	\$20.90	<b>\$45.25</b>	\$20.90	\$20.90	<b>\$18.98</b>	\$18.98	<b>\$30.28</b>
75th Percentile	\$92.85	\$60.13	\$24.68	<b>\$24.68</b>	\$60.13	\$24.68	<b>\$24.68</b>	\$21.36	<b>\$21.36</b>	\$39.48
90th Percentile	\$108.89	\$78.13	<b>\$36.02</b>	\$36.02	\$78.13	<b>\$36.02</b>	\$36.02	\$27.24	\$27.24	\$50.96

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix B: Wage Assumptions 1/  
Rate Model Wage Assumptions  
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Family Home Agency Coordinators and Trainers	Family Home Agency In-Home Staff	Supplemental Residential Prog. Supp.	Community-Based Day Programs, Center/Facility	Community-Based Day Programs, Community	Community-Based Day Programs, Community Only	Behavior Management, Center/Facility	Behavior Management, Community	Medical Management, Center/Facility	Medical Management, Community
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*Based on Statewide BLS*

10th Percentile	\$15.79	\$15.06	\$15.02	\$15.11	\$15.11	\$15.11	\$15.42	\$15.42	\$15.79	\$15.79
25th Percentile	\$17.90	\$15.33	\$15.11	\$15.55	\$15.55	\$15.55	\$16.50	\$16.50	\$17.63	\$17.63
<b>50th Percentile (Median)</b>	<b>\$22.37</b>	<b>\$16.50</b>	<b>\$16.14</b>	<b>\$16.87</b>	<b>\$16.87</b>	<b>\$16.87</b>	\$18.17	\$18.17	<b>\$20.52</b>	<b>\$20.52</b>
75th Percentile	\$29.22	\$18.57	\$17.75	\$19.39	\$19.39	\$19.39	<b>\$21.46</b>	<b>\$21.46</b>	\$24.37	\$24.37
90th Percentile	\$37.34	\$23.69	\$22.14	\$25.25	\$25.25	\$25.25	\$31.32	\$31.32	\$28.75	\$28.75

*Wage Category A (x 95%)*

10th Percentile	\$15.00	\$14.31	\$14.27	\$14.35	\$14.35	\$14.35	\$14.65	\$14.65	\$15.00	\$15.00
25th Percentile	\$17.01	\$14.56	\$14.35	\$14.77	\$14.77	\$14.77	\$15.68	\$15.68	\$16.75	\$16.75
<b>50th Percentile (Median)</b>	<b>\$21.25</b>	<b>\$15.68</b>	<b>\$15.33</b>	<b>\$16.03</b>	<b>\$16.03</b>	<b>\$16.03</b>	\$17.26	\$17.26	<b>\$19.49</b>	<b>\$19.49</b>
75th Percentile	\$27.76	\$17.64	\$16.86	\$18.42	\$18.42	\$18.42	<b>\$20.39</b>	<b>\$20.39</b>	\$23.15	\$23.15
90th Percentile	\$35.47	\$22.51	\$21.03	\$23.99	\$23.99	\$23.99	\$29.75	\$29.75	\$27.31	\$27.31

*Wage Category B (x 100%)*

10th Percentile	\$15.79	\$15.06	\$15.02	\$15.11	\$15.11	\$15.11	\$15.42	\$15.42	\$15.79	\$15.79
25th Percentile	\$17.90	\$15.33	\$15.11	\$15.55	\$15.55	\$15.55	\$16.50	\$16.50	\$17.63	\$17.63
<b>50th Percentile (Median)</b>	<b>\$22.37</b>	<b>\$16.50</b>	<b>\$16.14</b>	<b>\$16.87</b>	<b>\$16.87</b>	<b>\$16.87</b>	\$18.17	\$18.17	<b>\$20.52</b>	<b>\$20.52</b>
75th Percentile	\$29.22	\$18.57	\$17.75	\$19.39	\$19.39	\$19.39	<b>\$21.46</b>	<b>\$21.46</b>	\$24.37	\$24.37
90th Percentile	\$37.34	\$23.69	\$22.14	\$25.25	\$25.25	\$25.25	\$31.32	\$31.32	\$28.75	\$28.75

*Wage Category C (x 115%)*

10th Percentile	\$18.16	\$17.32	\$17.27	\$17.38	\$17.38	\$17.38	\$17.73	\$17.73	\$18.16	\$18.16
25th Percentile	\$20.59	\$17.63	\$17.38	\$17.88	\$17.88	\$17.88	\$18.98	\$18.98	\$20.27	\$20.27
<b>50th Percentile (Median)</b>	<b>\$25.73</b>	<b>\$18.98</b>	<b>\$18.56</b>	<b>\$19.40</b>	<b>\$19.40</b>	<b>\$19.40</b>	\$20.90	\$20.90	<b>\$23.60</b>	<b>\$23.60</b>
75th Percentile	\$33.60	\$21.36	\$20.41	\$22.30	\$22.30	\$22.30	<b>\$24.68</b>	<b>\$24.68</b>	\$28.03	\$28.03
90th Percentile	\$42.94	\$27.24	\$25.46	\$29.04	\$29.04	\$29.04	\$36.02	\$36.02	\$33.06	\$33.06

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix B: Wage Assumptions 1/  
Rate Model Wage Assumptions  
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

In-Home Day Program	Participant-Directed Community-Based Training	Supplemental Day Program Support	Transportation, Company	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program
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*Based on Statewide BLS*

10th Percentile	\$15.06	\$15.06	\$15.02	\$18.78	\$15.06	\$15.02	\$17.15	\$19.18	\$17.15	\$15.06
25th Percentile	\$15.33	\$15.33	\$15.11	\$22.78	\$15.33	\$15.11	\$19.41	\$22.79	\$19.41	\$15.33
<b>50th Percentile (Median)</b>	<b>\$16.50</b>	<b>\$16.50</b>	<b>\$16.14</b>	<b>\$29.21</b>	<b>\$16.50</b>	<b>\$16.14</b>	<b>\$23.89</b>	<b>\$30.11</b>	<b>\$23.89</b>	<b>\$16.50</b>
75th Percentile	\$18.57	\$18.57	\$17.75	\$35.74	\$18.57	\$17.75	\$32.66	\$41.07	\$32.66	\$18.57
90th Percentile	\$23.69	\$23.69	\$22.14	\$43.22	\$23.69	\$22.14	\$43.20	\$52.35	\$43.20	\$23.69

*Wage Category A (x 95%)*

10th Percentile	\$14.31	\$14.31	\$14.27	\$17.84	\$14.31	\$14.27	\$16.29	\$18.22	\$16.29	\$14.31
25th Percentile	\$14.56	\$14.56	\$14.35	\$21.64	\$14.56	\$14.35	\$18.44	\$21.65	\$18.44	\$14.56
<b>50th Percentile (Median)</b>	<b>\$15.68</b>	<b>\$15.68</b>	<b>\$15.33</b>	<b>\$27.75</b>	<b>\$15.68</b>	<b>\$15.33</b>	<b>\$22.70</b>	<b>\$28.60</b>	<b>\$22.70</b>	<b>\$15.68</b>
75th Percentile	\$17.64	\$17.64	\$16.86	\$33.95	\$17.64	\$16.86	\$31.03	\$39.02	\$31.03	\$17.64
90th Percentile	\$22.51	\$22.51	\$21.03	\$41.06	\$22.51	\$21.03	\$41.04	\$49.73	\$41.04	\$22.51

*Wage Category B (x 100%)*

10th Percentile	\$15.06	\$15.06	\$15.02	\$18.78	\$15.06	\$15.02	\$17.15	\$19.18	\$17.15	\$15.06
25th Percentile	\$15.33	\$15.33	\$15.11	\$22.78	\$15.33	\$15.11	\$19.41	\$22.79	\$19.41	\$15.33
<b>50th Percentile (Median)</b>	<b>\$16.50</b>	<b>\$16.50</b>	<b>\$16.14</b>	<b>\$29.21</b>	<b>\$16.50</b>	<b>\$16.14</b>	<b>\$23.89</b>	<b>\$30.11</b>	<b>\$23.89</b>	<b>\$16.50</b>
75th Percentile	\$18.57	\$18.57	\$17.75	\$35.74	\$18.57	\$17.75	\$32.66	\$41.07	\$32.66	\$18.57
90th Percentile	\$23.69	\$23.69	\$22.14	\$43.22	\$23.69	\$22.14	\$43.20	\$52.35	\$43.20	\$23.69

*Wage Category C (x 115%)*

10th Percentile	\$17.32	\$17.32	\$17.27	\$21.60	\$17.32	\$17.27	\$19.72	\$22.06	\$19.72	\$17.32
25th Percentile	\$17.63	\$17.63	\$17.38	\$26.20	\$17.63	\$17.38	\$22.32	\$26.21	\$22.32	\$17.63
<b>50th Percentile (Median)</b>	<b>\$18.98</b>	<b>\$18.98</b>	<b>\$18.56</b>	<b>\$33.59</b>	<b>\$18.98</b>	<b>\$18.56</b>	<b>\$27.47</b>	<b>\$34.63</b>	<b>\$27.47</b>	<b>\$18.98</b>
75th Percentile	\$21.36	\$21.36	\$20.41	\$41.10	\$21.36	\$20.41	\$37.56	\$47.23	\$37.56	\$21.36
90th Percentile	\$27.24	\$27.24	\$25.46	\$49.70	\$27.24	\$25.46	\$49.68	\$60.20	\$49.68	\$27.24

1/ Rate model assumptions have been set at the median wage

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**Appendix B: Wage Assumptions 1/  
Rate Model Wage Assumptions  
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Specialized Therapeutic Services, Professional	Specialized Therapeutic Services, Assistant	Adaptive Skills Trainer; Licensed Professional	Adaptive Skills Trainer; Specialist	Behavior Analyst	Associate Behavior Analyst	Behavior Management Assistant	Behavior Technician - Paraprofessional	Behavior Management Consultant	Infant Development Program - Early Intervention Specialist
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**Based on Statewide BLS**

10th Percentile	\$37.17	\$30.15	\$37.17	\$30.15	\$31.54	\$17.90	\$17.90	\$15.42	\$18.68	\$21.99
25th Percentile	\$46.91	\$34.90	\$46.91	\$34.90	\$45.65	\$20.72	\$20.72	\$16.50	\$23.06	\$29.90
<b>50th Percentile (Median)</b>	<b>\$57.85</b>	<b>\$40.61</b>	<b>\$57.85</b>	<b>\$40.61</b>	<b>\$58.70</b>	<b>\$27.36</b>	<b>\$27.36</b>	\$18.17	<b>\$32.17</b>	<b>\$35.65</b>
75th Percentile	\$68.96	\$45.67	\$68.96	\$45.67	\$74.41	\$36.10	\$36.10	<b>\$21.46</b>	\$44.96	\$55.47
90th Percentile	\$77.82	\$52.43	\$77.82	\$52.43	\$94.26	\$52.93	\$52.93	\$31.32	\$57.59	\$70.81

**Wage Category A (x 95%)**

10th Percentile	\$35.31	\$28.64	\$35.31	\$28.64	\$29.96	\$17.01	\$17.01	\$14.65	\$17.75	\$20.89
25th Percentile	\$44.56	\$33.16	\$44.56	\$33.16	\$43.37	\$19.68	\$19.68	\$15.68	\$21.91	\$28.41
<b>50th Percentile (Median)</b>	<b>\$54.96</b>	<b>\$38.58</b>	<b>\$54.96</b>	<b>\$38.58</b>	<b>\$55.77</b>	<b>\$25.99</b>	<b>\$25.99</b>	\$17.26	<b>\$30.56</b>	\$33.87
75th Percentile	\$65.51	\$43.39	\$65.51	\$43.39	\$70.69	\$34.30	\$34.30	<b>\$20.39</b>	\$42.71	<b>\$52.70</b>
90th Percentile	\$73.93	\$49.81	\$73.93	\$49.81	\$89.55	\$50.28	\$50.28	\$29.75	\$54.71	\$67.27

**Wage Category B (x 100%)**

10th Percentile	\$37.17	\$30.15	\$37.17	\$30.15	\$31.54	\$17.90	\$17.90	\$15.42	\$18.68	\$21.99
25th Percentile	\$46.91	\$34.90	\$46.91	\$34.90	\$45.65	\$20.72	\$20.72	\$16.50	\$23.06	\$29.90
<b>50th Percentile (Median)</b>	<b>\$57.85</b>	<b>\$40.61</b>	<b>\$57.85</b>	<b>\$40.61</b>	<b>\$58.70</b>	<b>\$27.36</b>	<b>\$27.36</b>	\$18.17	<b>\$32.17</b>	\$35.65
75th Percentile	\$68.96	\$45.67	\$68.96	\$45.67	\$74.41	\$36.10	\$36.10	<b>\$21.46</b>	\$44.96	<b>\$55.47</b>
90th Percentile	\$77.82	\$52.43	\$77.82	\$52.43	\$94.26	\$52.93	\$52.93	\$31.32	\$57.59	\$70.81

**Wage Category C (x 115%)**

10th Percentile	\$42.75	\$34.67	\$42.75	\$34.67	\$36.27	\$20.59	\$20.59	\$17.73	\$21.48	\$25.29
25th Percentile	\$53.95	\$40.14	\$53.95	\$40.14	\$52.50	\$23.83	\$23.83	\$18.98	\$26.52	\$34.39
<b>50th Percentile (Median)</b>	<b>\$66.53</b>	<b>\$46.70</b>	<b>\$66.53</b>	<b>\$46.70</b>	<b>\$67.51</b>	<b>\$31.46</b>	<b>\$31.46</b>	\$20.90	<b>\$37.00</b>	\$41.00
75th Percentile	\$79.30	\$52.52	\$79.30	\$52.52	\$85.57	\$41.52	\$41.52	<b>\$24.68</b>	\$51.70	<b>\$63.79</b>
90th Percentile	\$89.49	\$60.29	\$89.49	\$60.29	\$108.40	\$60.87	\$60.87	\$36.02	\$66.23	\$81.43

1/ Rate model assumptions have been set at the median wage



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**Appendix B: Wage Assumptions 1/  
Rate Model Wage Assumptions  
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Infant Development Program - Early Intervention Assistants	Infant Development Program, PT/OT/SLP	Infant Development Program, PT/OT/SLP Assistant	Infant Development Program, Audiologist	Infant Development Program, Family Therapist	Infant Development Program, Nurse	Infant Development Program, Dietician	Infant Development Program, Social Worker	Infant Development Program, Psychologist	DSP Supervisor
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*Based on Statewide BLS*

10th Percentile	\$19.67	\$37.17	\$30.15	\$40.95	\$17.88	\$41.60	\$28.24	\$21.78	\$31.54	\$16.72
25th Percentile	\$21.60	\$46.91	\$34.90	\$52.13	\$20.59	\$51.33	\$37.69	\$29.26	\$45.65	\$19.72
<b>50th Percentile (Median)</b>	<b>\$25.38</b>	<b>\$57.85</b>	<b>\$40.61</b>	<b>\$63.47</b>	<b>\$26.89</b>	<b>\$64.68</b>	<b>\$44.90</b>	<b>\$39.35</b>	<b>\$58.70</b>	<b>\$25.24</b>
75th Percentile	\$30.09	\$68.96	\$45.67	\$71.96	\$35.89	\$80.74	\$52.75	\$52.29	\$74.41	\$34.39
90th Percentile	\$35.25	\$77.82	\$52.43	\$80.97	\$50.32	\$94.69	\$59.02	\$67.94	\$94.26	\$43.58

*Wage Category A (x 95%)*

10th Percentile	\$18.69	\$35.31	\$28.64	\$38.90	\$16.99	\$39.52	\$26.83	\$20.69	\$29.96	\$15.88
25th Percentile	\$20.52	\$44.56	\$33.16	\$49.52	\$19.56	\$48.76	\$35.81	\$27.80	\$43.37	\$18.73
<b>50th Percentile (Median)</b>	<b>\$24.11</b>	<b>\$54.96</b>	<b>\$38.58</b>	<b>\$60.30</b>	<b>\$25.55</b>	<b>\$61.45</b>	<b>\$42.66</b>	<b>\$37.38</b>	<b>\$55.77</b>	<b>\$23.98</b>
75th Percentile	<b>\$28.59</b>	\$65.51	\$43.39	\$68.36	\$34.10	\$76.70	\$50.11	\$49.68	\$70.69	\$32.67
90th Percentile	\$33.49	\$73.93	\$49.81	\$76.92	\$47.80	\$89.96	\$56.07	\$64.54	\$89.55	\$41.40

*Wage Category B (x 100%)*

10th Percentile	\$19.67	\$37.17	\$30.15	\$40.95	\$17.88	\$41.60	\$28.24	\$21.78	\$31.54	\$16.72
25th Percentile	\$21.60	\$46.91	\$34.90	\$52.13	\$20.59	\$51.33	\$37.69	\$29.26	\$45.65	\$19.72
<b>50th Percentile (Median)</b>	<b>\$25.38</b>	<b>\$57.85</b>	<b>\$40.61</b>	<b>\$63.47</b>	<b>\$26.89</b>	<b>\$64.68</b>	<b>\$44.90</b>	<b>\$39.35</b>	<b>\$58.70</b>	<b>\$25.24</b>
75th Percentile	<b>\$30.09</b>	\$68.96	\$45.67	\$71.96	\$35.89	\$80.74	\$52.75	\$52.29	\$74.41	\$34.39
90th Percentile	\$35.25	\$77.82	\$52.43	\$80.97	\$50.32	\$94.69	\$59.02	\$67.94	\$94.26	\$43.58

*Wage Category C (x 115%)*

10th Percentile	\$22.62	\$42.75	\$34.67	\$47.09	\$20.56	\$47.84	\$32.48	\$25.05	\$36.27	\$19.23
25th Percentile	\$24.84	\$53.95	\$40.14	\$59.95	\$23.68	\$59.03	\$43.34	\$33.65	\$52.50	\$22.68
<b>50th Percentile (Median)</b>	<b>\$29.19</b>	<b>\$66.53</b>	<b>\$46.70</b>	<b>\$72.99</b>	<b>\$30.92</b>	<b>\$74.38</b>	<b>\$51.64</b>	<b>\$45.25</b>	<b>\$67.51</b>	<b>\$29.03</b>
75th Percentile	<b>\$34.60</b>	\$79.30	\$52.52	\$82.75	\$41.27	\$92.85	\$60.66	\$60.13	\$85.57	\$39.55
90th Percentile	\$40.54	\$89.49	\$60.29	\$93.12	\$57.87	\$108.89	\$67.87	\$78.13	\$108.40	\$50.12

1/ Rate model assumptions have been set at the median wage

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Appendix B: Wage Assumptions 1/  
 Rate Model Wage Assumptions  
 (Using Adjusted BLS Wages and Job Requirement Assumptions)

Registered Nurse

*Based on Statewide BLS*

10th Percentile	\$41.60
25th Percentile	\$51.33
<b>50th Percentile (Median)</b>	<b>\$64.68</b>
75th Percentile	\$80.74
90th Percentile	\$94.69

*Wage Category A (x 95%)*

10th Percentile	\$39.52
25th Percentile	\$48.76
<b>50th Percentile (Median)</b>	<b>\$61.45</b>
75th Percentile	\$76.70
90th Percentile	\$89.96

*Wage Category B (x 100%)*

10th Percentile	\$41.60
25th Percentile	\$51.33
<b>50th Percentile (Median)</b>	<b>\$64.68</b>
75th Percentile	\$80.74
90th Percentile	\$94.69

*Wage Category C (x 115%)*

10th Percentile	\$47.84
25th Percentile	\$59.03
<b>50th Percentile (Median)</b>	<b>\$74.38</b>
75th Percentile	\$92.85
90th Percentile	\$108.89

1/ Rate model assumptions have been set at the median wage

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**Appendix C: Benefits Assumptions**

**Benefits Assumptions for Full-Time Employees to Establish Benefit Rates (Excluding Workers' Compensation)**

% of Employees with Access		% of Employees with Access Who Participate ('Take-Up Rate')		Overall Employee Participation (Access x Take-Up Rate)		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)	
BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models

**Payroll Taxes**

Social Security <sup>2</sup>	-	100%	-	100%	-	100%	-	6.20%	-	6.20%
Medicare <sup>3</sup>	-	100%	-	100%	-	100%	-	1.45%	-	1.45%
Federal UI <sup>4</sup>	-	100%	-	100%	-	100%	-	0.60%	-	0.60%
State UI <sup>4,5</sup>	-	100%	-	100%	-	100%	-	3.40%	-	3.40%
Employ. & Train. <sup>4</sup>	-	100%	-	100%	-	100%	-	0.10%	-	0.10%

**Paid Time Off<sup>6</sup>**

Holidays	78%	100%	100%	100%	78%	100%	8.0	10.0	6.2	10.0
Vacation Leave	76%	100%	100%	100%	76%	100%	10.0	15.0	7.6	15.0
Sick Leave	86%	100%	100%	100%	86%	100%	7.0	6.0	6.0	6.0
<b>Total</b>	-	-	-	-	-	-	<b>25.0</b>	<b>25.0</b>	<b>19.8</b>	<b>25.0</b>

**Health Insurance<sup>7</sup>**

	70%	100%	77%	80%	54%	80.00%	\$453.69	\$525.00	\$244.50	\$420.00
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**Other Benefits<sup>8</sup>**

	-	100%	-	100%	-	100%	-	\$100	-	\$100.00
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<sup>1</sup>BLS' 2018 National Compensation Survey ([https://www.bls.gov/ncs/ebs/benefits/2018/ownership\\_private.htm](https://www.bls.gov/ncs/ebs/benefits/2018/ownership_private.htm)); data reported is for private employers in the Pacific region unless otherwise noted

<sup>2</sup>Applies to the first \$132,900 in earnings

<sup>3</sup>There is an additional 0.90% tax on earnings over \$200,000

<sup>4</sup>Applies to first \$7,000 in wages

<sup>5</sup>The rate models use the new employer tax rate in 2018

<sup>6</sup>BLS data for vacation and sick leave is based on national data (means) for private employers' employees with 1-5 years of experience (mean for those with 6-10 experience is 15 days of vacation and 7 days of sick leave); it is assumed that all staff with access to paid time off 'participate'

<sup>7</sup>In addition to BLS data, other sources were considered. According to U.S. DHHS' 2020 Medical Expenditure Panel, the average premium across all California employers was \$524.58 with an employer share of \$405.16 (Tables II.C.1 and II.C.2).

<sup>8</sup>BLS provides information for a variety of other benefits that cannot be combined

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**Appendix C: Benefits Assumptions**

**Benefit Rates by Wage Level Based on Benefits Assumptions (Excluding Workers' Compensation)**

Hourly Wage	Full-Time Annual Salary	Effective Benefit Rate - Model Assumptions <sup>1,2</sup>	
		w/ PTO	w/o PTO
\$13	\$27,040	41.40%	31.79%
\$14	\$29,120	39.68%	30.06%
\$15	\$31,200	38.19%	28.57%
\$16	\$33,280	36.88%	27.26%
\$17	\$35,360	35.72%	26.11%
\$18	\$37,440	34.70%	25.08%
\$19	\$39,520	33.78%	24.17%
\$20	\$41,600	32.96%	23.34%
\$21	\$43,680	32.21%	22.59%
\$22	\$45,760	31.53%	21.91%
\$23	\$47,840	30.91%	21.29%
\$24	\$49,920	30.34%	20.72%
\$25	\$52,000	29.82%	20.20%
\$26	\$54,080	29.33%	19.72%
\$27	\$56,160	28.89%	19.27%
\$28	\$58,240	28.47%	18.86%
\$29	\$60,320	28.09%	18.47%
\$30	\$62,400	27.73%	18.11%
\$31	\$64,480	27.39%	17.77%
\$32	\$66,560	27.07%	17.46%
\$33	\$68,640	26.77%	17.16%
\$34	\$70,720	26.49%	16.88%
\$35	\$72,800	26.23%	16.62%
\$36	\$74,880	25.98%	16.37%
\$37	\$76,960	25.75%	16.13%
\$38	\$79,040	25.52%	15.91%
\$39	\$81,120	25.31%	15.70%
\$40	\$83,200	25.11%	15.49%
\$41	\$85,280	24.92%	15.30%
\$42	\$87,360	24.74%	15.12%
\$43	\$89,440	24.56%	14.95%
\$44	\$91,520	24.40%	14.78%
\$45	\$93,600	24.24%	14.62%
\$46	\$95,680	24.09%	14.47%
\$47	\$97,760	23.94%	14.33%
\$48	\$99,840	23.80%	14.19%
\$49	\$101,920	23.67%	14.05%
\$50	\$104,000	23.54%	13.93%
\$51	\$106,080	23.42%	13.80%
\$52	\$108,160	23.30%	13.68%
\$53	\$110,240	23.19%	13.57%
\$54	\$112,320	23.08%	13.46%
\$55	\$114,400	22.97%	13.36%
\$56	\$116,480	22.87%	13.25%
\$57	\$118,560	22.77%	13.16%
\$58	\$120,640	22.68%	13.06%
\$59	\$122,720	22.58%	12.97%
\$60	\$124,800	22.50%	12.88%

<sup>1</sup>This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are calculated to the penny

<sup>2</sup>Benefit rates in rate models exclude paid time off, which is accounted for as a productivity assumption

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**Appendix C: Benefits Assumptions  
Workers' Compensation Rates by Service (premium amounts per \$100 in wages paid)**

<b>Assumed Insurer Expenses/ Profit</b>				<b>18%</b>		
<b>Service/ Service Codes</b>				<b>Workers' Compensation Class Code</b>	<b>WCIRB Pure Premium Rate; 01/20 (per \$100 in Wages)</b>	<b>Assumed Workers' Compensation Rate (per \$100 in Wages)</b>
<b>Independent Living</b>				8827 - Home Care Services	\$3.96	\$4.83
055	063	062	108			
520	635	645	650			
<b>Supported Living</b>				8827 - Home Care Services	\$3.96	\$4.83
073	896					
<b>Tutor Services</b>				8868 - College & Schools	\$0.66	\$0.80
025	680					
<b>Homemaker</b>				8827 - Home Care Services	\$3.96	\$4.83
858	860					
<b>Respite</b>				8827 - Home Care Services	\$3.96	\$4.83
420	465	862	864			
<b>Community-Based Day Programs</b>				9101 - Adult Day Care	\$4.71	\$5.74
028	055	063	094			
505	510	525	880			
<b>Participant-Directed Day Program</b>				9101 - Adult Day Care	\$4.71	\$5.74
475						
<b>In-Home Day Program</b>				8827 - Home Care Services	\$3.96	\$4.83
091						
<b>Behavior Management Program</b>				9101 - Adult Day Care	\$4.71	\$5.74
515						
<b>Infant Development Program</b>				8827 - Home Care Services (50%) 8868 - College & Schools (50%)	\$2.31	\$2.82
805						
<b>Supported Employment - Individual</b>				9101 - Adult Day Care	\$4.71	\$5.74
952						
<b>Supported Employment - Group</b>				9101 - Adult Day Care	\$4.71	\$5.74
950						
<b>Work Activity Center</b>				8806 - Sheltered Workshop/ Work Activity Center	\$4.26	\$5.20
954						
<b>Community Care Facility - Owner-Operated</b>				9085 - Residential Care Facility/ DD	\$2.99	\$3.65
905	910					
<b>Community Care Facility - Staff-Operated</b>				9085 - Residential Care Facility/ DD	\$2.99	\$3.65
113	915	920				
<b>Family Home Agency</b>				9085 - Residential Care Facility/ DD	\$2.99	\$3.65
904						
<b>Enhanced Behavioral Supports Home</b>				9085 - Residential Care Facility/ DD	\$2.99	\$3.65
900	901					
<b>Community Crisis Home</b>				9085 - Residential Care Facility/ DD	\$2.99	\$3.65
902	903					
<b>Program Support</b>				9085 - Residential Care Facility/ DD	\$2.99	\$3.65
109						
<b>Program Support</b>				9101 - Adult Day Care	\$4.71	\$5.74
110						
<b>Program Support</b>				8827 - Home Care Services	\$3.96	\$4.83
111						
<b>Behavioral Services</b>				8827 - Home Care Services (50%) 8868 - College & Schools (50%)	\$2.31	\$2.82
612	613	615	616			
620	048					

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**Appendix C: Benefits Assumptions  
Workers' Compensation Rates by Service (premium amounts per \$100 in wages paid)**

<b>Assumed Insurer Expenses/ Profit</b>			<b>18%</b>
<b>Service/ Service Codes</b>	<b>Workers' Compensation Class Code</b>	<b>WCIRB Pure Premium Rate; 01/20 (per \$100 in Wages)</b>	<b>Assumed Workers' Compensation Rate (per \$100 in Wages)</b>
<b>Transportation</b> 875	7382 - Bus, Shuttle Van or Limo Operations	\$6.70	\$8.17
<b>Transportation Assistant</b> 882	9101 - Adult Day Care	\$4.71	\$5.74

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**Appendix D: Productivity Assumptions**

Personal Assistance, 1:1	Personal Assistance, 1:2	Personal Assistance, 1:3	Parent Coordinated Personal Assistance, 1:1	Parent Coordinated Personal Assistance, 1:2	Parent Coordinated Personal Assistance, 1:3	Independent Living, 1:1	Independent Living, 1:2	Independent Living, 1:3	Independent Living Specialist, 1:1
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	37.50	37.00	36.75	39.50	39.12	38.88	34.75	34.00	33.50	35.75
Travel Time Between Individuals	0.75	0.75	0.75	-	-	-	3.00	3.00	3.00	3.00
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.75	1.25	1.50	0.50	0.88	1.12	1.25	2.00	2.50	1.25
Supervision and Other Employer Time	1.00	1.00	1.00	-	-	-	1.00	1.00	1.00	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	35.00	35.00	35.00	6.00	6.00	6.00	35.00	35.00	35.00	35.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	33.25	32.81	32.59	35.58	35.24	35.02	30.82	30.16	29.71	31.71
Travel Time Between Individuals	0.67	0.67	0.67	-	-	-	2.66	2.66	2.66	2.66
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.67	1.11	1.33	0.45	0.79	1.01	1.11	1.77	2.22	1.11
Supervision and Other Employer Time	0.89	0.89	0.89	-	-	-	0.89	0.89	0.89	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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**Appendix D: Productivity Assumptions**

Independent Living Specialist, 1:2	Independent Living Specialist, 1:3	Parent Coordinated Supported Living, 1:1	Parent Coordinated Supported Living, 1:2	Parent Coordinated Supported Living, 1:3	Supported Living, 1:1	Supported Living, 1:2	Supported Living, 1:3	Parenting Support Services, 1:1	Parenting Support Services, 1:2
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	35.00	34.50	39.50	39.12	38.88	40.00	39.50	39.25	36.50	35.75
Travel Time Between Individuals	3.00	3.00	-	-	-	0.75	0.75	0.75	1.50	1.50
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.00	2.50	0.50	0.88	1.12	0.75	1.25	1.50	1.00	1.75
Supervision and Other Employer Time	-	-	-	-	-	1.00	1.00	1.00	1.00	1.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>42.50</b>	<b>42.50</b>	<b>42.50</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	35.00	35.00	6.00	6.00	6.00	35.00	35.00	35.00	35.00	35.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	31.05	30.60	35.58	35.24	35.02	35.75	35.30	35.08	32.37	31.71
Travel Time Between Individuals	2.66	2.66	-	-	-	0.67	0.67	0.67	1.33	1.33
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.77	2.22	0.45	0.79	1.01	0.67	1.12	1.34	0.89	1.55
Supervision and Other Employer Time	-	-	-	-	-	0.89	0.89	0.89	0.89	0.89
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>42.50</b>	<b>42.50</b>	<b>42.50</b>	<b>40.00</b>	<b>40.00</b>



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**Appendix D: Productivity Assumptions**

Parenting Support Services, 1:3	Respite, Agency, 1:1	Respite, Agency, 1:2	Respite, Agency, 1:3	Participant-Directed Respite, 1:1	Participant-Directed Respite, 1:2	Participant-Directed Respite, 1:3	Respite, Employer of Record, 1:1	Respite, Employer of Record, 1:2	Respite, Employer of Record, 1:3
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	35.25	37.75	37.37	37.13	39.50	39.12	38.88	39.00	38.62	38.38
Travel Time Between Individuals	1.50	0.75	0.75	0.75	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.25	0.50	0.88	1.12	0.50	0.88	1.12	0.50	0.88	1.12
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	-	-	-	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	35.00	35.00	35.00	35.00	6.00	6.00	6.00	6.00	6.00	6.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	31.26	33.48	33.14	32.93	35.58	35.24	35.02	35.13	34.79	34.57
Travel Time Between Individuals	1.33	0.67	0.67	0.67	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.00	0.44	0.78	0.99	0.45	0.79	1.01	0.45	0.79	1.01
Supervision and Other Employer Time	0.89	0.89	0.89	0.89	-	-	-	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.12	0.12	0.12	0.12	0.12	0.12
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Tutor Services, 1:1	Tutor Services, 1:2	Tutor Services, 1:3	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Community Care Facility - Staff Operated	Community Care Facility - Owner Operated	Adult Residential Facility for Persons with Special Health Care Needs	Enhanced Behavioral Supports Home DSP	Community Crisis Home DSP
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	35.50	34.75	34.25	36.50	39.00	41.50	41.50	39.00	38.00	38.00
Travel Time Between Individuals	3.00	3.00	3.00	3.00	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.00	1.75	2.25	-	-	-	-	-	-	-
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	1.00	1.00	1.00	1.00	2.00	2.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>42.50</b>	<b>42.50</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	35.00	35.00	35.00	0.00	35.00	35.00	35.00	50.00	70.00	70.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	31.49	30.83	30.38	32.99	34.59	37.09	37.09	34.31	33.06	33.06
Travel Time Between Individuals	2.66	2.66	2.66	2.71	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.89	1.55	2.00	-	-	-	-	-	-	-
Supervision and Other Employer Time	0.44	0.44	0.44	0.45	0.89	0.89	0.89	0.88	1.74	1.74
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	-	0.67	0.67	0.67	0.96	1.35	1.35
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>42.50</b>	<b>42.50</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Supported Living-Community	Family Home Agency In-Home Staff	Supplemental Residential Prog. Supp.	Community-Based Day Programs, Center/Facility, 1:10	Community-Based Day Programs, Center/Facility, 1:9	Community-Based Day Programs, Center/Facility, 1:8	Community-Based Day Programs, Center/Facility, 1:7	Community-Based Day Programs, Center/Facility, 1:6	Community-Based Day Programs, Center/Facility, 1:5	Community-Based Day Programs, Center/Facility, 1:4
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***Base Model Assumptions for 'Typical' Week; FT Employees***

Direct services	41.50	32.75	39.00	34.75	35.00	35.25	35.50	35.75	36.00	36.25
Travel Time Between Individuals	-	5.00	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	1.25	1.25	1.25	1.25	1.25	1.25	1.25
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	1.25	-	3.00	2.75	2.50	2.25	2.00	1.75	1.50
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>42.50</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

Training	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	37.09	29.04	34.59	30.82	31.04	31.26	31.48	31.71	31.93	32.15
Travel Time Between Individuals	-	4.44	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	1.11	1.11	1.11	1.11	1.11	1.11	1.11
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	1.11	-	2.66	2.44	2.22	2.00	1.77	1.55	1.33
Supervision and Other Employer Time	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>42.50</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Community-Based Day Programs, Center/Facility, 1:3	Community-Based Day Programs, Center/Facility, 1:2	Community-Based Day Programs, Community, 1:4	Community-Based Day Programs, Community, 1:3	Community-Based Day Programs, Community, 1:2	Community-Based Day Programs, Community Only, 1:4	Community-Based Day Programs, Community Only, 1:3	Community-Based Day Programs, Community Only, 1:2	Behavior Management, Center/Facility, 1:3	Behavior Management, Center/Facility, 1:2
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***Base Model Assumptions for 'Typical' Week; FT Employees***

Direct services	36.50	36.75	36.50	36.50	36.75	36.50	36.50	36.75	35.50	35.75
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.25	1.00	1.25	1.25	1.00	1.25	1.25	1.00	1.25	1.00
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	2.00	2.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

Training	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	50.00	50.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	32.37	32.59	32.37	32.37	32.59	32.37	32.37	32.59	31.23	31.45
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.10	1.10
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.11	0.89	1.11	1.11	0.89	1.11	1.11	0.89	1.10	0.88
Supervision and Other Employer Time	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	1.76	1.76
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.96	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Medical Management, Center/Facility, 1:3	Medical Management, Center/Facility, 1:2	Behavior Management, Community, 1:3	Behavior Management, Community, 1:2	Medical Management, Community, 1:3	Medical Management, Community, 1:2	In-Home Day Program, 1:3	In-Home Day Program, 1:2	In-Home Day Program, 1:1	Participant-Directed Community-Based Training, 1:3
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	35.50	35.75	35.50	35.75	35.50	35.75	37.75	38.00	37.00	38.75
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	1.25	1.25	1.25	1.25	1.25	1.25	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.25	1.00	1.25	1.00	1.25	1.00	1.25	1.00	1.00	1.25
Supervision and Other Employer Time	2.00	2.00	2.00	2.00	2.00	2.00	1.00	1.00	1.00	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	1.00	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	50.00	50.00	50.00	50.00	50.00	50.00	35.00	35.00	35.00	6.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	31.23	31.45	31.23	31.45	31.23	31.45	33.48	33.70	32.81	34.90
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	1.10	1.10	1.10	1.10	1.10	1.10	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.10	0.88	1.10	0.88	1.10	0.88	1.11	0.89	0.89	1.13
Supervision and Other Employer Time	1.76	1.76	1.76	1.76	1.76	1.76	0.89	0.89	0.89	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.89	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Participant-Directed Community-Based Training, 1:2	Participant-Directed Community-Based Training, 1:1	Supplemental Day Program Support	Transportation, Company	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group, 1:8	Supported Employment-Group, 1:7	Supported Employment-Group, 1:6	Supported Employment-Group, 1:5
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***Base Model Assumptions for 'Typical' Week; FT Employees***

Direct services	39.00	39.00	39.00	33.83	39.00	37.00	36.75	37.00	37.25	37.50
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.00	1.00	-	-	-	-	2.50	2.25	2.00	1.75
Supervision and Other Employer Time	-	-	1.00	1.00	1.00	1.00	0.75	0.75	0.75	0.75
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	5.17	-	2.00	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

Training	6.00	6.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	35.13	35.13	34.59	30.00	34.59	32.82	32.59	32.81	33.04	33.26
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.90	0.90	-	-	-	-	2.22	2.00	1.77	1.55
Supervision and Other Employer Time	-	-	0.89	0.89	0.89	0.89	0.67	0.67	0.67	0.67
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	4.59	-	1.77	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Supported Employment-Group, 1:4	Supported Employment-Group, 1:3	Supported Employment-Group, 1:2	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program, 1:35+	Work Activity Program, 1:30-34	Work Activity Program, 1:25-29	Work Activity Program, 1:20-24	Work Activity Program, 1:15-19
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	37.75	38.00	38.25	32.25	34.25	35.25	35.50	35.75	36.00	36.25
Travel Time Between Individuals	-	-	-	2.00	3.00	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	1.25	1.25	1.25	1.25	1.25
Networking/ General Development Activities	-	-	-	5.00	-	-	-	-	-	-
Recordkeeping and Reporting	1.50	1.25	1.00	-	1.00	2.50	2.25	2.00	1.75	1.50
Supervision and Other Employer Time	0.75	0.75	0.75	0.75	0.75	1.00	1.00	1.00	1.00	1.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	1.00	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	33.48	33.70	33.92	28.60	30.37	31.26	31.48	31.71	31.93	32.15
Travel Time Between Individuals	-	-	-	1.77	2.66	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	1.11	1.11	1.11	1.11	1.11
Networking/ General Development Activities	-	-	-	4.44	-	-	-	-	-	-
Recordkeeping and Reporting	1.33	1.11	0.89	-	0.89	2.22	2.00	1.77	1.55	1.33
Supervision and Other Employer Time	0.67	0.67	0.67	0.67	0.67	0.89	0.89	0.89	0.89	0.89
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	0.89	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Work Activity Program, 1:10-14	Work Activity Program	Specialized Therapeutic Services, Professional, 1:1	Specialized Therapeutic Services, Professional, 1:2	Specialized Therapeutic Services, Professional, 1:3	Specialized Therapeutic Services, Assistant, 1:1	Specialized Therapeutic Services, Assistant, 1:2	Specialized Therapeutic Services, Assistant, 1:3	Specialized Therapeutic Services, Professional, Clinic, 1:1	Specialized Therapeutic Services, Professional, Clinic, 1:2
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***Base Model Assumptions for 'Typical' Week; FT Employees***

Direct services	36.50	36.75	26.25	25.00	24.50	29.00	27.75	26.75	31.00	29.75
Travel Time Between Individuals	-	-	5.50	5.50	5.50	5.50	5.50	5.50	-	-
Program Set-Up/ Clean-Up	1.25	1.25	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.25	1.00	3.75	5.00	5.50	2.50	3.75	4.75	4.50	5.75
Supervision and Other Employer Time	1.00	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	-	-	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Collateral Contacts (not billable)	-	-	3.00	3.00	3.00	1.50	1.50	1.50	3.00	3.00
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

Training	35.00	35.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	32.37	32.59	23.40	22.28	21.83	25.85	24.74	23.84	27.64	26.52
Travel Time Between Individuals	-	-	4.91	4.91	4.91	4.91	4.91	4.91	-	-
Program Set-Up/ Clean-Up	1.11	1.11	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.11	0.89	3.34	4.46	4.91	2.23	3.34	4.24	4.01	5.13
Supervision and Other Employer Time	0.89	0.89	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	-	-	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	-	-	2.68	2.68	2.68	1.34	1.34	1.34	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Specialized Therapeutic Services, Professional, Clinic, 1:3	Specialized Therapeutic Services, Assistant, Clinic, 1:1	Specialized Therapeutic Services, Assistant, Clinic, 1:2	Specialized Therapeutic Services, Assistant, Clinic, 1:3	Adaptive Skills Trainer; Licensed Professional, 1:1	Adaptive Skills Trainer; Licensed Professional, 1:2	Adaptive Skills Trainer; Licensed Professional, 1:3	Adaptive Skills Trainer; Specialist, 1:1	Adaptive Skills Trainer; Specialist, 1:2	Adaptive Skills Trainer; Specialist, 1:3
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***Base Model Assumptions for 'Typical' Week; FT Employees***

Direct services	29.25	33.75	32.50	31.50	26.25	25.00	24.50	29.00	27.75	26.75
Travel Time Between Individuals	-	-	-	-	5.50	5.50	5.50	5.50	5.50	5.50
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	6.25	3.25	4.50	5.50	3.75	5.00	5.50	2.50	3.75	4.75
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Collateral Contacts (not billable)	3.00	1.50	1.50	1.50	3.00	3.00	3.00	1.50	1.50	1.50
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

Training	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	26.08	30.09	28.98	28.08	23.40	22.28	21.83	25.85	24.74	23.84
Travel Time Between Individuals	-	-	-	-	4.91	4.91	4.91	4.91	4.91	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.57	2.90	4.01	4.91	3.34	4.46	4.91	2.23	3.34	4.24
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	1.34	1.34	1.34	2.68	2.68	2.68	1.34	1.34	1.34
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Behavior Analyst, 1:1	Behavior Analyst, 1:2	Behavior Analyst, 1:3	Associate Behavior Analyst, 1:1	Associate Behavior Analyst, 1:2	Associate Behavior Analyst, 1:3	Behavior Management Assistant, 1:1	Behavior Management Assistant, 1:2	Behavior Management Assistant, 1:3	Behavior Technician - Paraprofessional, 1:1
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***Base Model Assumptions for 'Typical' Week; FT Employees***

Direct services	26.25	25.00	24.50	29.00	27.75	26.75	29.00	27.75	26.75	29.00
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.75	5.00	5.50	2.50	3.75	4.75	2.50	3.75	4.75	2.50
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	2.00
Missed Appointments (not redirected to other tasks)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Collateral Contacts (not billable)	3.00	3.00	3.00	1.50	1.50	1.50	1.50	1.50	1.50	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

Training	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	50.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	23.40	22.28	21.83	25.85	24.74	23.84	25.85	24.74	23.84	25.51
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.84
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.34	4.46	4.91	2.23	3.34	4.24	2.23	3.34	4.24	2.20
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	1.76
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.88
Collateral contacts (not billable)	2.68	2.68	2.68	1.34	1.34	1.34	1.34	1.34	1.34	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Behavior Technician - Paraprofessional, 1:2	Behavior Technician - Paraprofessional, 1:3	Behavior Management Consultant, 1:1	Behavior Management Consultant, 1:2	Behavior Management Consultant, 1:3	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3	Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1	Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2	Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	27.75	26.75	26.25	25.00	24.50	26.00	24.75	23.75	28.50	27.25
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.75	4.75	3.75	5.00	5.50	2.50	3.75	4.75	2.50	3.75
Supervision and Other Employer Time	2.00	2.00	0.50	0.50	0.50	0.50	0.50	0.50	1.00	1.00
Missed Appointments (not redirected to other tasks)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Collateral Contacts (not billable)	-	-	3.00	3.00	3.00	3.00	3.00	3.00	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	1.50	1.50	1.50	1.50	1.50
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	50.00	50.00	25.00	25.00	25.00	25.00	25.00	25.00	35.00	35.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	24.41	23.53	23.40	22.28	21.83	23.17	22.06	21.16	25.27	24.16
Travel Time Between Individuals	4.84	4.84	4.91	4.91	4.91	4.91	4.91	4.91	4.88	4.88
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.30	4.18	3.34	4.46	4.91	2.23	3.34	4.24	2.22	3.33
Supervision and Other Employer Time	1.76	1.76	0.45	0.45	0.45	0.45	0.45	0.45	0.89	0.89
Missed Appointments (not redirected to other tasks)	0.88	0.88	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	-	-	2.68	2.68	2.68	2.68	2.68	2.68	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	1.34	1.34	1.34	1.33	1.33
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3	Infant Development Program, Audiologist, Home- and Community-Based, 1:1	Infant Development Program, Audiologist, Home- and Community-Based, 1:2	Infant Development Program, Audiologist, Home- and Community-Based, 1:3
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	26.25	24.75	23.50	23.00	24.75	23.50	23.00	24.75	23.50	23.00
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.75	3.75	5.00	5.50	3.75	5.00	5.50	3.75	5.00	5.50
Supervision and Other Employer Time	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Collateral Contacts (not billable)	-	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Interdisciplinary team case reviews/planning	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	35.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	23.28	22.06	20.94	20.49	22.06	20.94	20.49	22.06	20.94	20.49
Travel Time Between Individuals	4.88	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.21	3.34	4.46	4.91	3.34	4.46	4.91	3.34	4.46	4.91
Supervision and Other Employer Time	0.89	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	-	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.33	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program, Family Therapist, Home- and Community-Based, 1:1	Infant Development Program, Family Therapist, Home- and Community-Based, 1:2	Infant Development Program, Family Therapist, Home- and Community-Based, 1:3	Infant Development Program, Nurse, Home- and Community-Based, 1:1	Infant Development Program, Nurse, Home- and Community-Based, 1:2	Infant Development Program, Nurse, Home- and Community-Based, 1:3	Infant Development Program, Dietician, Home- and Community-Based, 1:1	Infant Development Program, Dietician, Home- and Community-Based, 1:2	Infant Development Program, Dietician, Home- and Community-Based, 1:3	Infant Development Program, Social Worker, Home- and Community-Based, 1:1
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	24.75	23.50	23.00	24.75	23.50	23.00	24.75	23.50	23.00	24.75
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.75	5.00	5.50	3.75	5.00	5.50	3.75	5.00	5.50	3.75
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Collateral Contacts (not billable)	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Interdisciplinary team case reviews/planning	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	22.06	20.94	20.49	22.06	20.94	20.49	22.06	20.94	20.49	22.06
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.34	4.46	4.91	3.34	4.46	4.91	3.34	4.46	4.91	3.34
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Infant Development Program, Social Worker, Home- and Community-Based, 1:2	Infant Development Program, Social Worker, Home- and Community-Based, 1:3	Infant Development Program, Psychologist, Home- and Community-Based, 1:1	Infant Development Program, Psychologist, Home- and Community-Based, 1:2	Infant Development Program, Psychologist, Home- and Community-Based, 1:3	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3	Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1	Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	23.50	23.00	24.75	23.50	23.00	32.00	30.75	29.75	33.25	32.00
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	1.25	1.25
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.00	5.50	3.75	5.00	5.50	2.50	3.75	4.75	2.50	3.75
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	1.00	1.00
Missed Appointments (not redirected to other tasks)	1.00	1.00	1.00	1.00	1.00	0.50	0.50	0.50	0.50	0.50
Collateral Contacts (not billable)	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	-
Interdisciplinary team case reviews/planning	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	35.00	35.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	20.94	20.49	22.06	20.94	20.49	28.52	27.41	26.51	29.49	28.38
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	1.11	1.11
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.46	4.91	3.34	4.46	4.91	2.23	3.34	4.24	2.22	3.33
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.89	0.89
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.45	0.45	0.45	0.44	0.44
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	-	-
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.33	1.33
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3	Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1	Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2	Infant Development Program, Audiologist, Center/Facility Based, 1:1	Infant Development Program, Audiologist, Center/Facility Based, 1:2	Infant Development Program, Audiologist, Center/Facility Based, 1:3
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	31.00	29.50	28.25	27.75	29.50	28.25	27.75	29.50	28.25	27.75
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	1.25	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.75	4.50	5.75	6.25	4.50	5.75	6.25	4.50	5.75	6.25
Supervision and Other Employer Time	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	0.50	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Collateral Contacts (not billable)	-	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Interdisciplinary team case reviews/planning	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	35.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	27.50	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	1.11	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.21	4.01	5.13	5.57	4.01	5.13	5.57	4.01	5.13	5.57
Supervision and Other Employer Time	0.89	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.44	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	-	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.33	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program, Family Therapist, Center/Facility Based, 1:1	Infant Development Program, Family Therapist, Center/Facility Based, 1:2	Infant Development Program, Family Therapist, Center/Facility Based, 1:3	Infant Development Program, Nurse, Center/Facility Based, 1:1	Infant Development Program, Nurse, Center/Facility Based, 1:2	Infant Development Program, Nurse, Center/Facility Based, 1:3	Infant Development Program, Dietician, Center/Facility Based, 1:1	Infant Development Program, Dietician, Center/Facility Based, 1:2	Infant Development Program, Dietician, Center/Facility Based, 1:3	Infant Development Program, Social Worker, Center/Facility Based, 1:1
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**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	29.50	28.25	27.75	29.50	28.25	27.75	29.50	28.25	27.75	29.50
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.50	5.75	6.25	4.50	5.75	6.25	4.50	5.75	6.25	4.50
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Collateral Contacts (not billable)	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Interdisciplinary team case reviews/planning	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74	26.30
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.01	5.13	5.57	4.01	5.13	5.57	4.01	5.13	5.57	4.01
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program, Social Worker, Center/Facility Based, 1:2
Infant Development Program, Social Worker, Center/Facility Based, 1:3
Infant Development Program, Psychologist, Center/Facility Based, 1:1
Infant Development Program, Psychologist, Center/Facility Based, 1:2
Infant Development Program, Psychologist, Center/Facility Based, 1:3

**Base Model Assumptions for 'Typical' Week; FT Employees**

Direct services	28.25	27.75	29.50	28.25	27.75
Travel Time Between Individuals	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-
Recordkeeping and Reporting	5.75	6.25	4.50	5.75	6.25
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	1.00	1.00	1.00	1.00	1.00
Collateral Contacts (not billable)	3.00	3.00	3.00	3.00	3.00
Interdisciplinary team case reviews/planning	1.50	1.50	1.50	1.50	1.50
Travel Time without Individuals	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	25.00	25.00	25.00	25.00	25.00
Paid time off	200.00	200.00	200.00	200.00	200.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-
Recordkeeping and Reporting	5.13	5.57	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Personal Assistance, 1:1	Personal Assistance, 1:2	Personal Assistance, 1:3	Parent Coordinated Personal Assistance, 1:1	Parent Coordinated Personal Assistance, 1:2	Parent Coordinated Personal Assistance, 1:3	Independent Living, 1:1	Independent Living, 1:2	Independent Living, 1:3	Independent Living Specialist, 1:1
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	20.18	19.90	19.76	21.72	21.52	21.38	18.66	18.25	17.97	19.66
Travel Time Between Individuals	0.41	0.41	0.41	-	-	-	1.65	1.65	1.65	1.65
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.41	0.69	0.83	0.28	0.48	0.62	0.69	1.10	1.38	0.69
Supervision and Other Employer Time	1.00	1.00	1.00	-	-	-	1.00	1.00	1.00	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	35.00	35.00	35.00	6.00	6.00	6.00	35.00	35.00	35.00	35.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	18.50	18.25	18.12	20.47	20.28	20.15	17.12	16.74	16.48	18.04
Travel Time Between Individuals	0.38	0.38	0.38	-	-	-	1.51	1.51	1.51	1.51
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.38	0.63	0.76	0.26	0.45	0.58	0.63	1.01	1.27	0.63
Supervision and Other Employer Time	0.92	0.92	0.92	-	-	-	0.92	0.92	0.92	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Independent Living Specialist, 1:2	Independent Living Specialist, 1:3	Parent Coordinated Supported Living, 1:1	Parent Coordinated Supported Living, 1:2	Parent Coordinated Supported Living, 1:3	Supported Living, 1:1	Supported Living, 1:2	Supported Living, 1:3	Parenting Support Services, 1:1	Parenting Support Services, 1:2
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	19.25	18.97	21.72	21.52	21.38	20.18	19.90	19.76	19.62	19.21
Travel Time Between Individuals	1.65	1.65	-	-	-	0.41	0.41	0.41	0.83	0.83
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.10	1.38	0.28	0.48	0.62	0.41	0.69	0.83	0.55	0.96
Supervision and Other Employer Time	-	-	-	-	-	1.00	1.00	1.00	1.00	1.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	35.00	35.00	6.00	6.00	6.00	35.00	35.00	35.00	35.00	35.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	17.66	17.40	20.47	20.28	20.15	18.50	18.25	18.12	18.00	17.62
Travel Time Between Individuals	1.51	1.51	-	-	-	0.38	0.38	0.38	0.76	0.76
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.01	1.27	0.26	0.45	0.58	0.38	0.63	0.76	0.50	0.88
Supervision and Other Employer Time	-	-	-	-	-	0.92	0.92	0.92	0.92	0.92
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67	0.67
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Parenting Support Services, 1:3	Respite, Agency, 1:1	Respite, Agency, 1:2	Respite, Agency, 1:3	Participant-Directed Respite, 1:1	Participant-Directed Respite, 1:2	Participant-Directed Respite, 1:3	Respite, Employer of Record, 1:1	Respite, Employer of Record, 1:2	Respite, Employer of Record, 1:3
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	18.93	20.31	20.11	19.97	21.72	21.52	21.38	21.22	21.02	20.88
Travel Time Between Individuals	0.83	0.41	0.41	0.41	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.24	0.28	0.48	0.62	0.28	0.48	0.62	0.28	0.48	0.62
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	-	-	-	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	35.00	35.00	35.00	35.00	6.00	6.00	6.00	6.00	6.00	6.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	17.36	18.62	18.44	18.31	20.47	20.28	20.15	20.00	19.81	19.68
Travel Time Between Individuals	0.76	0.38	0.38	0.38	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.14	0.26	0.44	0.57	0.26	0.45	0.58	0.26	0.45	0.58
Supervision and Other Employer Time	0.92	0.92	0.92	0.92	-	-	-	0.47	0.47	0.47
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.12	0.12	0.12	0.12	0.12	0.12
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Tutor Services, 1:1	Tutor Services, 1:2	Tutor Services, 1:3	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Community Care Facility - Staff Operated	Community Care Facility - Owner Operated	Adult Residential Facility for Persons with Special Health Care Needs	Enhanced Behavioral Supports Home DSP	Community Crisis Home DSP
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	19.30	18.89	18.61	19.85	21.00	21.00	21.00	21.00	20.00	20.00
Travel Time Between Individuals	1.65	1.65	1.65	1.65	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.55	0.96	1.24	-	-	-	-	-	-	-
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	1.00	1.00	1.00	1.00	2.00	2.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	35.00	35.00	35.00	0.00	35.00	35.00	35.00	50.00	70.00	70.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	17.71	17.33	17.07	18.82	19.26	19.26	19.26	18.99	17.73	17.73
Travel Time Between Individuals	1.51	1.51	1.51	1.56	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.50	0.88	1.14	-	-	-	-	-	-	-
Supervision and Other Employer Time	0.46	0.46	0.46	0.47	0.92	0.92	0.92	0.90	1.77	1.77
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.00	0.67	0.67	0.67	0.96	1.35	1.35
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Supported Living-Community	Family Home Agency In-Home Staff	Supplemental Residential Prog. Supp.	Community-Based Day Programs, Center/Facility, 1:10	Community-Based Day Programs, Center/Facility, 1:9	Community-Based Day Programs, Center/Facility, 1:8	Community-Based Day Programs, Center/Facility, 1:7	Community-Based Day Programs, Center/Facility, 1:6	Community-Based Day Programs, Center/Facility, 1:5	Community-Based Day Programs, Center/Facility, 1:4
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***Base Model Assumptions for 'Typical' Week; PT Employees***

Direct services	21.00	17.56	21.00	18.66	18.80	18.93	19.07	19.21	19.35	19.48
Travel Time Between Individuals	-	2.75	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.69	0.69	0.69	0.69	0.69	0.69	0.69
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.69	-	1.65	1.51	1.38	1.24	1.10	0.96	0.83
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

***Annual Hours for Training and PTO***

Training	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	19.26	16.11	19.26	17.12	17.25	17.36	17.49	17.62	17.75	17.87
Travel Time Between Individuals	-	2.52	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.63	0.63	0.63	0.63	0.63	0.63	0.63
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.63	-	1.51	1.38	1.27	1.14	1.01	0.88	0.76
Supervision and Other Employer Time	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Community-Based Day Programs, Center/Facility, 1:3	Community-Based Day Programs, Center/Facility, 1:2	Community-Based Day Programs, Community, 1:4	Community-Based Day Programs, Community, 1:3	Community-Based Day Programs, Community, 1:2	Community-Based Day Programs, Community Only, 1:4	Community-Based Day Programs, Community Only, 1:3	Community-Based Day Programs, Community Only, 1:2	Behavior Management, Center/Facility, 1:3	Behavior Management, Center/Facility, 1:2
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***Base Model Assumptions for 'Typical' Week; PT Employees***

Direct services	19.62	19.76	19.62	19.62	19.76	19.62	19.62	19.76	18.62	18.76
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.69	0.69	0.69	0.69	0.69	0.69	0.69	0.69	0.69	0.69
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.69	0.55	0.69	0.69	0.55	0.69	0.69	0.55	0.69	0.55
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	2.00	2.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

***Annual Hours for Training and PTO***

Training	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	50.00	50.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	18.00	18.13	18.00	18.00	18.13	18.00	18.00	18.13	16.84	16.96
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.63	0.63	0.63	0.63	0.63	0.63	0.63	0.63	0.62	0.62
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.63	0.50	0.63	0.63	0.50	0.63	0.63	0.50	0.62	0.50
Supervision and Other Employer Time	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92	1.81	1.81
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.96	0.96
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Medical Management, Center/Facility, 1:3	Medical Management, Center/Facility, 1:2	Behavior Management, Community, 1:3	Behavior Management, Community, 1:2	Medical Management, Community, 1:3	Medical Management, Community, 1:2	In-Home Day Program, 1:3	In-Home Day Program, 1:2	In-Home Day Program, 1:1	Participant-Directed Community-Based Training, 1:3
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	18.62	18.76	18.62	18.76	18.62	18.76	20.31	20.45	19.90	21.31
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.69	0.69	0.69	0.69	0.69	0.69	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.69	0.55	0.69	0.55	0.69	0.55	0.69	0.55	0.55	0.69
Supervision and Other Employer Time	2.00	2.00	2.00	2.00	2.00	2.00	1.00	1.00	1.00	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.55	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	50.00	50.00	50.00	50.00	50.00	50.00	35.00	35.00	35.00	6.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	16.84	16.96	16.84	16.96	16.84	16.96	18.63	18.76	18.26	20.08
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.62	0.62	0.62	0.62	0.62	0.62	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.62	0.50	0.62	0.50	0.62	0.50	0.63	0.50	0.50	0.65
Supervision and Other Employer Time	1.81	1.81	1.81	1.81	1.81	1.81	0.92	0.92	0.92	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.50	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Participant-Directed Community-Based Training, 1:2	Participant-Directed Community-Based Training, 1:1	Supplemental Day Program Support	Transportation, Company	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group, 1:8	Supported Employment-Group, 1:7	Supported Employment-Group, 1:6	Supported Employment-Group, 1:5
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***Base Model Assumptions for 'Typical' Week; PT Employees***

Direct services	21.45	21.45	21.00	18.16	21.00	19.90	19.87	20.01	20.15	20.29
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.55	0.55	-	-	-	-	1.38	1.24	1.10	0.96
Supervision and Other Employer Time	-	-	1.00	1.00	1.00	1.00	0.75	0.75	0.75	0.75
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	2.84	-	1.10	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

***Annual Hours for Training and PTO***

Training	6.00	6.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	20.21	20.21	19.26	16.66	19.26	18.25	18.22	18.35	18.48	18.61
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.52	0.52	-	-	-	-	1.27	1.14	1.01	0.88
Supervision and Other Employer Time	-	-	0.92	0.92	0.92	0.92	0.69	0.69	0.69	0.69
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	2.60	-	1.01	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Supported Employment-Group, 1:4	Supported Employment-Group, 1:3	Supported Employment-Group, 1:2	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program, 1:35+	Work Activity Program, 1:30-34	Work Activity Program, 1:25-29	Work Activity Program, 1:20-24	Work Activity Program, 1:15-19
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***Base Model Assumptions for 'Typical' Week; PT Employees***

Direct services	20.42	20.56	20.70	17.40	18.50	18.93	19.07	19.21	19.35	19.48
Travel Time Between Individuals	-	-	-	1.10	1.65	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	0.69	0.69	0.69	0.69	0.69
Networking/ General Development Activities	-	-	-	2.75	-	-	-	-	-	-
Recordkeeping and Reporting	0.83	0.69	0.55	-	0.55	1.38	1.24	1.10	0.96	0.83
Supervision and Other Employer Time	0.75	0.75	0.75	0.75	0.75	1.00	1.00	1.00	1.00	1.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	0.55	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

***Annual Hours for Training and PTO***

Training	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	18.73	18.86	18.99	15.96	16.98	17.36	17.49	17.62	17.75	17.87
Travel Time Between Individuals	-	-	-	1.01	1.51	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	0.63	0.63	0.63	0.63	0.63
Networking/ General Development Activities	-	-	-	2.52	-	-	-	-	-	-
Recordkeeping and Reporting	0.76	0.63	0.50	-	0.50	1.27	1.14	1.01	0.88	0.76
Supervision and Other Employer Time	0.69	0.69	0.69	0.69	0.69	0.92	0.92	0.92	0.92	0.92
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	0.50	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

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**Appendix D: Productivity Assumptions**

Work Activity Program, 1:10-14	Work Activity Program	Specialized Therapeutic Services, Professional, 1:1	Specialized Therapeutic Services, Professional, 1:2	Specialized Therapeutic Services, Professional, 1:3	Specialized Therapeutic Services, Assistant, 1:1	Specialized Therapeutic Services, Assistant, 1:2	Specialized Therapeutic Services, Assistant, 1:3	Specialized Therapeutic Services, Professional, Clinic, 1:1	Specialized Therapeutic Services, Professional, Clinic, 1:2
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***Base Model Assumptions for 'Typical' Week; PT Employees***

Direct services	19.62	19.76	14.21	13.52	13.24	15.71	15.03	14.48	16.82	16.14
Travel Time Between Individuals	-	-	3.03	3.03	3.03	3.03	3.03	3.03	-	-
Program Set-Up/ Clean-Up	0.69	0.69	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.69	0.55	2.06	2.75	3.03	1.38	2.06	2.61	2.48	3.16
Supervision and Other Employer Time	1.00	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	-	-	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55
Collateral Contacts (not billable)	-	-	1.65	1.65	1.65	0.83	0.83	0.83	1.65	1.65
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

***Annual Hours for Training and PTO***

Training	35.00	35.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	18.00	18.13	13.16	12.52	12.27	14.55	13.92	13.41	15.57	14.94
Travel Time Between Individuals	-	-	2.80	2.80	2.80	2.80	2.80	2.80	-	-
Program Set-Up/ Clean-Up	0.63	0.63	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.63	0.50	1.91	2.55	2.80	1.28	1.91	2.42	2.30	2.93
Supervision and Other Employer Time	0.92	0.92	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	-	-	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Collateral contacts (not billable)	-	-	1.53	1.53	1.53	0.77	0.77	0.77	1.53	1.53
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Specialized Therapeutic Services, Professional, Clinic, 1:3	Specialized Therapeutic Services, Assistant, Clinic, 1:1	Specialized Therapeutic Services, Assistant, Clinic, 1:2	Specialized Therapeutic Services, Assistant, Clinic, 1:3	Adaptive Skills Trainer; Licensed Professional, 1:1	Adaptive Skills Trainer; Licensed Professional, 1:2	Adaptive Skills Trainer; Licensed Professional, 1:3	Adaptive Skills Trainer; Specialist, 1:1	Adaptive Skills Trainer; Specialist, 1:2	Adaptive Skills Trainer; Specialist, 1:3
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	15.86	18.33	17.64	17.09	14.21	13.52	13.24	15.71	15.03	14.48
Travel Time Between Individuals	-	-	-	-	3.03	3.03	3.03	3.03	3.03	3.03
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.44	1.79	2.48	3.03	2.06	2.75	3.03	1.38	2.06	2.61
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55
Collateral Contacts (not billable)	1.65	0.83	0.83	0.83	1.65	1.65	1.65	0.83	0.83	0.83
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	14.69	16.97	16.33	15.83	13.16	12.52	12.27	14.55	13.92	13.41
Travel Time Between Individuals	-	-	-	-	2.80	2.80	2.80	2.80	2.80	2.80
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.18	1.66	2.30	2.80	1.91	2.55	2.80	1.28	1.91	2.42
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Collateral contacts (not billable)	1.53	0.77	0.77	0.77	1.53	1.53	1.53	0.77	0.77	0.77
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Behavior Analyst, 1:1	Behavior Analyst, 1:2	Behavior Analyst, 1:3	Associate Behavior Analyst, 1:1	Associate Behavior Analyst, 1:2	Associate Behavior Analyst, 1:3	Behavior Management Assistant, 1:1	Behavior Management Assistant, 1:2	Behavior Management Assistant, 1:3	Behavior Technician - Paraprofessional, 1:1
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***Base Model Assumptions for 'Typical' Week; PT Employees***

Direct services	14.21	13.52	13.24	15.71	15.03	14.48	15.71	15.03	14.48	15.04
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.06	2.75	3.03	1.38	2.06	2.61	1.38	2.06	2.61	1.38
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	2.00
Missed Appointments (not redirected to other tasks)	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55
Collateral Contacts (not billable)	1.65	1.65	1.65	0.83	0.83	0.83	0.83	0.83	0.83	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

***Annual Hours for Training and PTO***

Training	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	50.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

***Base Model Assumptions Adjusted for Training and PTO***

Direct services	13.16	12.52	12.27	14.55	13.92	13.41	14.55	13.92	13.41	13.59
Travel Time Between Individuals	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.74
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.91	2.55	2.80	1.28	1.91	2.42	1.28	1.91	2.42	1.25
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	1.81
Missed Appointments (not redirected to other tasks)	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.50
Collateral contacts (not billable)	1.53	1.53	1.53	0.77	0.77	0.77	0.77	0.77	0.77	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.96
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Behavior Technician - Paraprofessional, 1:2	Behavior Technician - Paraprofessional, 1:3	Behavior Management Consultant, 1:1	Behavior Management Consultant, 1:2	Behavior Management Consultant, 1:3	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3	Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1	Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2	Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	14.36	13.81	14.21	13.52	13.24	14.06	13.38	12.83	15.21	14.53
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.06	2.61	2.06	2.75	3.03	1.38	2.06	2.61	1.38	2.06
Supervision and Other Employer Time	2.00	2.00	0.50	0.50	0.50	0.50	0.50	0.50	1.00	1.00
Missed Appointments (not redirected to other tasks)	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55
Collateral Contacts (not billable)	-	-	1.65	1.65	1.65	1.65	1.65	1.65	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	0.83	0.83	0.83	0.83	0.83
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	50.00	50.00	25.00	25.00	25.00	25.00	25.00	25.00	35.00	35.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	12.98	12.48	13.16	12.52	12.27	13.02	12.39	11.88	13.95	13.33
Travel Time Between Individuals	2.74	2.74	2.80	2.80	2.80	2.80	2.80	2.80	2.78	2.78
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.86	2.36	1.91	2.55	2.80	1.28	1.91	2.42	1.27	1.89
Supervision and Other Employer Time	1.81	1.81	0.46	0.46	0.46	0.46	0.46	0.46	0.92	0.92
Missed Appointments (not redirected to other tasks)	0.50	0.50	0.51	0.51	0.51	0.51	0.51	0.51	0.50	0.50
Collateral contacts (not billable)	-	-	1.53	1.53	1.53	1.53	1.53	1.53	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	0.77	0.77	0.77	0.76	0.76
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3	Infant Development Program, Audiologist, Home- and Community-Based, 1:1	Infant Development Program, Audiologist, Home- and Community-Based, 1:2	Infant Development Program, Audiologist, Home- and Community-Based, 1:3
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	13.98	13.38	12.69	12.41	13.38	12.69	12.41	13.38	12.69	12.41
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.61	2.06	2.75	3.03	2.06	2.75	3.03	2.06	2.75	3.03
Supervision and Other Employer Time	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55
Collateral Contacts (not billable)	-	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65
Interdisciplinary team case reviews/planning	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	35.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	12.83	12.39	11.75	11.50	12.39	11.75	11.50	12.39	11.75	11.50
Travel Time Between Individuals	2.78	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.39	1.91	2.55	2.80	1.91	2.55	2.80	1.91	2.55	2.80
Supervision and Other Employer Time	0.92	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.50	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Collateral contacts (not billable)	-	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53
Interdisciplinary team case reviews/planning	0.76	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program, Family Therapist, Home- and Community-Based, 1:1	Infant Development Program, Family Therapist, Home- and Community-Based, 1:2	Infant Development Program, Family Therapist, Home- and Community-Based, 1:3	Infant Development Program, Nurse, Home- and Community-Based, 1:1	Infant Development Program, Nurse, Home- and Community-Based, 1:2	Infant Development Program, Nurse, Home- and Community-Based, 1:3	Infant Development Program, Dietician, Home- and Community-Based, 1:1	Infant Development Program, Dietician, Home- and Community-Based, 1:2	Infant Development Program, Dietician, Home- and Community-Based, 1:3	Infant Development Program, Social Worker, Home- and Community-Based, 1:1
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	13.38	12.69	12.41	13.38	12.69	12.41	13.38	12.69	12.41	13.38
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.06	2.75	3.03	2.06	2.75	3.03	2.06	2.75	3.03	2.06
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55
Collateral Contacts (not billable)	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65
Interdisciplinary team case reviews/planning	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	12.39	11.75	11.50	12.39	11.75	11.50	12.39	11.75	11.50	12.39
Travel Time Between Individuals	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.91	2.55	2.80	1.91	2.55	2.80	1.91	2.55	2.80	1.91
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Collateral contacts (not billable)	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53
Interdisciplinary team case reviews/planning	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program, Social Worker, Home- and Community-Based, 1:2	Infant Development Program, Social Worker, Home- and Community-Based, 1:3	Infant Development Program, Psychologist, Home- and Community-Based, 1:1	Infant Development Program, Psychologist, Home- and Community-Based, 1:2	Infant Development Program, Psychologist, Home- and Community-Based, 1:3	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3	Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1	Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	12.69	12.41	13.38	12.69	12.41	17.36	16.68	16.13	17.82	17.14
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	0.69	0.69
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.75	3.03	2.06	2.75	3.03	1.38	2.06	2.61	1.38	2.06
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	1.00	1.00
Missed Appointments (not redirected to other tasks)	0.55	0.55	0.55	0.55	0.55	0.28	0.28	0.28	0.28	0.28
Collateral Contacts (not billable)	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65	-	-
Interdisciplinary team case reviews/planning	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	35.00	35.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	11.75	11.50	12.39	11.75	11.50	16.07	15.44	14.93	16.34	15.72
Travel Time Between Individuals	2.80	2.80	2.80	2.80	2.80	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	0.63	0.63
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.55	2.80	1.91	2.55	2.80	1.28	1.91	2.42	1.27	1.89
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.92	0.92
Missed Appointments (not redirected to other tasks)	0.51	0.51	0.51	0.51	0.51	0.26	0.26	0.26	0.26	0.26
Collateral contacts (not billable)	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53	-	-
Interdisciplinary team case reviews/planning	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.76	0.76
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3	Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1	Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2	Infant Development Program, Audiologist, Center/Facility Based, 1:1	Infant Development Program, Audiologist, Center/Facility Based, 1:2	Infant Development Program, Audiologist, Center/Facility Based, 1:3
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	16.59	15.99	15.31	15.03	15.99	15.31	15.03	15.99	15.31	15.03
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.69	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.61	2.48	3.16	3.44	2.48	3.16	3.44	2.48	3.16	3.44
Supervision and Other Employer Time	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	0.28	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55
Collateral Contacts (not billable)	-	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65
Interdisciplinary team case reviews/planning	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	35.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	15.22	14.80	14.17	13.92	14.80	14.17	13.92	14.80	14.17	13.92
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.63	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.39	2.30	2.93	3.18	2.30	2.93	3.18	2.30	2.93	3.18
Supervision and Other Employer Time	0.92	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.26	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Collateral contacts (not billable)	-	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53
Interdisciplinary team case reviews/planning	0.76	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program, Family Therapist, Center/Facility Based, 1:1	Infant Development Program, Family Therapist, Center/Facility Based, 1:2	Infant Development Program, Family Therapist, Center/Facility Based, 1:3	Infant Development Program, Nurse, Center/Facility Based, 1:1	Infant Development Program, Nurse, Center/Facility Based, 1:2	Infant Development Program, Nurse, Center/Facility Based, 1:3	Infant Development Program, Dietician, Center/Facility Based, 1:1	Infant Development Program, Dietician, Center/Facility Based, 1:2	Infant Development Program, Dietician, Center/Facility Based, 1:3	Infant Development Program, Social Worker, Center/Facility Based, 1:1
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**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	15.99	15.31	15.03	15.99	15.31	15.03	15.99	15.31	15.03	15.99
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.48	3.16	3.44	2.48	3.16	3.44	2.48	3.16	3.44	2.48
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55
Collateral Contacts (not billable)	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65
Interdisciplinary team case reviews/planning	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	14.80	14.17	13.92	14.80	14.17	13.92	14.80	14.17	13.92	14.80
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.30	2.93	3.18	2.30	2.93	3.18	2.30	2.93	3.18	2.30
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Collateral contacts (not billable)	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53
Interdisciplinary team case reviews/planning	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program, Social Worker, Center/Facility Based, 1:2
Infant Development Program, Social Worker, Center/Facility Based, 1:3
Infant Development Program, Psychologist, Center/Facility Based, 1:1
Infant Development Program, Psychologist, Center/Facility Based, 1:2
Infant Development Program, Psychologist, Center/Facility Based, 1:3

**Base Model Assumptions for 'Typical' Week; PT Employees**

Direct services	15.31	15.03	15.99	15.31	15.03
Travel Time Between Individuals	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-
Recordkeeping and Reporting	3.16	3.44	2.48	3.16	3.44
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	0.55	0.55	0.55	0.55	0.55
Collateral Contacts (not billable)	1.65	1.65	1.65	1.65	1.65
Interdisciplinary team case reviews/planning	0.83	0.83	0.83	0.83	0.83
Travel Time without Individuals	-	-	-	-	-
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**Annual Hours for Training and PTO**

Training	25.00	25.00	25.00	25.00	25.00
Paid time off	60.00	60.00	60.00	60.00	60.00

**Base Model Assumptions Adjusted for Training and PTO**

Direct services	14.17	13.92	14.80	14.17	13.92
Travel Time Between Individuals	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-
Recordkeeping and Reporting	2.93	3.18	2.30	2.93	3.18
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.51	0.51	0.51	0.51	0.51
Collateral contacts (not billable)	1.53	1.53	1.53	1.53	1.53
Interdisciplinary team case reviews/planning	0.77	0.77	0.77	0.77	0.77
Travel Time without Individuals	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48
Paid time off	1.15	1.15	1.15	1.15	1.15
<b>Total</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Personal Assistance, 1:1	Personal Assistance, 1:2	Personal Assistance, 1:3	Parent Coordinated Personal Assistance, 1:1	Parent Coordinated Personal Assistance, 1:2	Parent Coordinated Personal Assistance, 1:3	Independent Living, 1:1	Independent Living, 1:2	Independent Living, 1:3	Independent Living Specialist, 1:1
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**Base Model Assumptions Adjusted for Training and PTO**

Direct services	28.83	28.44	28.25	31.05	30.75	30.56	26.70	26.13	25.73	27.60
Travel Time Between Individuals	0.58	0.58	0.58	-	-	-	2.32	2.32	2.32	2.32
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.58	0.97	1.16	0.39	0.69	0.88	0.97	1.54	1.94	0.97
Supervision and Other Employer Time	0.90	0.90	0.90	-	-	-	0.90	0.90	0.90	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**Category A Assumptions Adjusted for Training and PTO**

Direct services	28.89	28.50	28.31	31.05	30.75	30.56	26.91	26.34	25.93	27.82
Travel Time Between Individuals	0.52	0.52	0.52	-	-	-	2.09	2.09	2.09	2.09
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.58	0.97	1.16	0.39	0.69	0.88	0.98	1.55	1.96	0.98
Supervision and Other Employer Time	0.90	0.90	0.90	-	-	-	0.91	0.91	0.91	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

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**Appendix D: Productivity Assumptions**

Personal Assistance, 1:1	Personal Assistance, 1:2	Personal Assistance, 1:3	Parent Coordinated Personal Assistance, 1:1	Parent Coordinated Personal Assistance, 1:2	Parent Coordinated Personal Assistance, 1:3	Independent Living, 1:1	Independent Living, 1:2	Independent Living, 1:3	Independent Living Specialist, 1:1
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	28.80	28.41	28.22	31.05	30.75	30.56	26.58	26.02	25.62	27.48
Travel Time Between Individuals	0.61	0.61	0.61	-	-	-	2.44	2.44	2.44	2.44
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.58	0.97	1.16	0.39	0.69	0.88	0.97	1.53	1.93	0.97
Supervision and Other Employer Time	0.90	0.90	0.90	-	-	-	0.90	0.90	0.90	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	28.68	28.29	28.11	31.05	30.75	30.56	26.16	25.60	25.21	27.04
Travel Time Between Individuals	0.73	0.73	0.73	-	-	-	2.90	2.90	2.90	2.90
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.58	0.97	1.15	0.39	0.69	0.88	0.95	1.51	1.90	0.95
Supervision and Other Employer Time	0.90	0.90	0.90	-	-	-	0.88	0.88	0.88	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

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**Appendix D: Productivity Assumptions**

Independent Living Specialist, 1:2	Independent Living Specialist, 1:3	Parent Coordinated Supported Living, 1:1	Parent Coordinated Supported Living, 1:2	Parent Coordinated Supported Living, 1:3	Supported Living, 1:1	Supported Living, 1:2	Supported Living, 1:3	Parenting Support Services, 1:1	Parenting Support Services, 1:2
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**Base Model Assumptions Adjusted for Training and PTO**

Direct services	27.03	26.63	31.05	30.75	30.56	30.58	30.19	29.99	28.06	27.48
Travel Time Between Individuals	2.32	2.32	-	-	-	0.58	0.58	0.58	1.16	1.16
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.54	1.94	0.39	0.69	0.88	0.58	0.97	1.17	0.77	1.35
Supervision and Other Employer Time	-	-	-	-	-	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>36.35</b>	<b>36.35</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>

**Category A Assumptions Adjusted for Training and PTO**

Direct services	27.25	26.84	31.05	30.75	30.56	30.64	30.25	30.05	28.18	27.59
Travel Time Between Individuals	2.09	2.09	-	-	-	0.52	0.52	0.52	1.04	1.04
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.55	1.96	0.39	0.69	0.88	0.58	0.97	1.17	0.77	1.36
Supervision and Other Employer Time	-	-	-	-	-	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>36.35</b>	<b>36.35</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>

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**Appendix D: Productivity Assumptions**

Independent Living Specialist, 1:2	Independent Living Specialist, 1:3	Parent Coordinated Supported Living, 1:1	Parent Coordinated Supported Living, 1:2	Parent Coordinated Supported Living, 1:3	Supported Living, 1:1	Supported Living, 1:2	Supported Living, 1:3	Parenting Support Services, 1:1	Parenting Support Services, 1:2
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	26.92	26.52	31.05	30.75	30.56	30.55	30.16	29.96	28.00	27.42
Travel Time Between Individuals	2.44	2.44	-	-	-	0.61	0.61	0.61	1.22	1.22
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.53	1.93	0.39	0.69	0.88	0.58	0.97	1.17	0.77	1.35
Supervision and Other Employer Time	-	-	-	-	-	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>36.35</b>	<b>36.35</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	26.48	26.09	31.05	30.75	30.56	30.43	30.04	29.85	27.79	27.21
Travel Time Between Individuals	2.90	2.90	-	-	-	0.73	0.73	0.73	1.45	1.45
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.51	1.90	0.39	0.69	0.88	0.58	0.97	1.16	0.76	1.34
Supervision and Other Employer Time	-	-	-	-	-	0.90	0.90	0.90	0.89	0.89
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>36.35</b>	<b>36.35</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>



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**Appendix D: Productivity Assumptions**

Parenting Support Services, 1:3	Respite, Agency, 1:1	Respite, Agency, 1:2	Respite, Agency, 1:3	Participant-Directed Respite, 1:1	Participant-Directed Respite, 1:2	Participant-Directed Respite, 1:3	Respite, Employer of Record, 1:1	Respite, Employer of Record, 1:2	Respite, Employer of Record, 1:3
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***Base Model Assumptions Adjusted for Training and PTO***

Direct services	27.09	29.02	28.73	28.55	31.05	30.75	30.56	30.59	30.29	30.10
Travel Time Between Individuals	1.16	0.58	0.58	0.58	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.74	0.39	0.68	0.86	0.39	0.69	0.88	0.39	0.69	0.88
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	-	-	-	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.12	0.12	0.12	0.12	0.12	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

***Category A Assumptions Adjusted for Training and PTO***

Direct services	27.20	29.08	28.79	28.61	31.05	30.75	30.56	30.59	30.29	30.10
Travel Time Between Individuals	1.04	0.52	0.52	0.52	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.75	0.39	0.68	0.86	0.39	0.69	0.88	0.39	0.69	0.88
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	-	-	-	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.12	0.12	0.12	0.12	0.12	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

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**Appendix D: Productivity Assumptions**

Parenting Support Services, 1:3	Respite, Agency, 1:1	Respite, Agency, 1:2	Respite, Agency, 1:3	Participant-Directed Respite, 1:1	Participant-Directed Respite, 1:2	Participant-Directed Respite, 1:3	Respite, Employer of Record, 1:1	Respite, Employer of Record, 1:2	Respite, Employer of Record, 1:3
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	27.03	28.99	28.70	28.52	31.05	30.75	30.56	30.59	30.29	30.10
Travel Time Between Individuals	1.22	0.61	0.61	0.61	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.74	0.39	0.68	0.86	0.39	0.69	0.88	0.39	0.69	0.88
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	-	-	-	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.12	0.12	0.12	0.12	0.12	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	26.83	28.87	28.58	28.40	31.05	30.75	30.56	30.59	30.29	30.10
Travel Time Between Individuals	1.45	0.73	0.73	0.73	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.72	0.39	0.68	0.86	0.39	0.69	0.88	0.39	0.69	0.88
Supervision and Other Employer Time	0.89	0.90	0.90	0.90	-	-	-	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.12	0.12	0.12	0.12	0.12	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Tutor Services, 1:1	Tutor Services, 1:2	Tutor Services, 1:3	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Community Care Facility - Staff Operated	Community Care Facility - Owner Operated	Adult Residential Facility for Persons with Special Health Care Needs	Enhanced Behavioral Supports Home DSP	Community Crisis Home DSP
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***Base Model Assumptions Adjusted for Training and PTO***

Direct services	27.35	26.77	26.38	28.73	29.99	31.74	31.74	29.71	28.46	28.46
Travel Time Between Individuals	2.32	2.32	2.32	2.37	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.77	1.35	1.74	-	-	-	-	-	-	-
Supervision and Other Employer Time	0.45	0.45	0.45	0.46	0.90	0.90	0.90	0.89	1.75	1.75
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	-	0.67	0.67	0.67	0.96	1.35	1.35
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>36.35</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

***Category A Assumptions Adjusted for Training and PTO***

Direct services	27.57	26.99	26.60	28.97	29.99	31.74	31.74	29.71	28.46	28.46
Travel Time Between Individuals	2.09	2.09	2.09	2.13	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.78	1.36	1.75	-	-	-	-	-	-	-
Supervision and Other Employer Time	0.45	0.45	0.45	0.46	0.90	0.90	0.90	0.89	1.75	1.75
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	-	0.67	0.67	0.67	0.96	1.35	1.35
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>36.35</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Tutor Services, 1:1	Tutor Services, 1:2	Tutor Services, 1:3	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Community Care Facility - Staff Operated	Community Care Facility - Owner Operated	Adult Residential Facility for Persons with Special Health Care Needs	Enhanced Behavioral Supports Home DSP	Community Crisis Home DSP
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	27.23	26.66	26.27	28.61	29.99	31.74	31.74	29.71	28.46	28.46
Travel Time Between Individuals	2.44	2.44	2.44	2.49	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.77	1.34	1.73	-	-	-	-	-	-	-
Supervision and Other Employer Time	0.45	0.45	0.45	0.46	0.90	0.90	0.90	0.89	1.75	1.75
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	-	0.67	0.67	0.67	0.96	1.35	1.35
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>36.35</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	26.80	26.23	25.85	28.15	29.99	31.74	31.74	29.71	28.46	28.46
Travel Time Between Individuals	2.90	2.90	2.90	2.96	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.75	1.32	1.70	-	-	-	-	-	-	-
Supervision and Other Employer Time	0.44	0.44	0.44	0.45	0.90	0.90	0.90	0.89	1.75	1.75
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	-	0.67	0.67	0.67	0.96	1.35	1.35
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>36.35</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Supported Living-Community	Family Home Agency In-Home Staff	Supplemental Residential Prog. Supp.	Community-Based Day Programs, Center/Facility, 1:10	Community-Based Day Programs, Center/Facility, 1:9	Community-Based Day Programs, Center/Facility, 1:8	Community-Based Day Programs, Center/Facility, 1:7	Community-Based Day Programs, Center/Facility, 1:6	Community-Based Day Programs, Center/Facility, 1:5	Community-Based Day Programs, Center/Facility, 1:4
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***Base Model Assumptions Adjusted for Training and PTO***

Direct services	31.74	25.16	29.99	26.70	26.90	27.08	27.28	27.48	27.67	27.86
Travel Time Between Individuals	-	3.86	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.97	-	2.32	2.12	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

***Category A Assumptions Adjusted for Training and PTO***

Direct services	31.74	25.53	29.99	26.70	26.90	27.08	27.28	27.48	27.67	27.86
Travel Time Between Individuals	-	3.47	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.98	-	2.32	2.12	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	0.90	0.91	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

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**Appendix D: Productivity Assumptions**

Supported Living-Community	Family Home Agency In-Home Staff	Supplemental Residential Prog. Supp.	Community-Based Day Programs, Center/Facility, 1:10	Community-Based Day Programs, Center/Facility, 1:9	Community-Based Day Programs, Center/Facility, 1:8	Community-Based Day Programs, Center/Facility, 1:7	Community-Based Day Programs, Center/Facility, 1:6	Community-Based Day Programs, Center/Facility, 1:5	Community-Based Day Programs, Center/Facility, 1:4
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	31.74	24.99	29.99	26.70	26.90	27.08	27.28	27.48	27.67	27.86
Travel Time Between Individuals	-	4.05	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.96	-	2.32	2.12	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	0.90	0.89	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	31.74	24.25	29.99	26.70	26.90	27.08	27.28	27.48	27.67	27.86
Travel Time Between Individuals	-	4.83	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.94	-	2.32	2.12	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	0.90	0.87	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>36.35</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

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**Appendix D: Productivity Assumptions**

Community-Based Day Programs, Center/Facility, 1:3	Community-Based Day Programs, Center/Facility, 1:2	Community-Based Day Programs, Community, 1:4	Community-Based Day Programs, Community, 1:3	Community-Based Day Programs, Community, 1:2	Community-Based Day Programs, Community Only, 1:4	Community-Based Day Programs, Community Only, 1:3	Community-Based Day Programs, Community Only, 1:2	Behavior Management, Center/Facility, 1:3	Behavior Management, Center/Facility, 1:2
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***Base Model Assumptions Adjusted for Training and PTO***

Direct services	28.05	28.25	28.05	28.05	28.25	28.05	28.05	28.25	26.90	27.09
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.96	0.96
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.97	0.97	0.77	0.97	0.97	0.77	0.96	0.77
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	1.78	1.78
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.96	0.96
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

***Category A Assumptions Adjusted for Training and PTO***

Direct services	28.05	28.25	28.05	28.05	28.25	28.05	28.05	28.25	26.90	27.09
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.96	0.96
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.97	0.97	0.77	0.97	0.97	0.77	0.96	0.77
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	1.78	1.78
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.96	0.96
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

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**Appendix D: Productivity Assumptions**

Community-Based Day Programs, Center/Facility, 1:3	Community-Based Day Programs, Center/Facility, 1:2	Community-Based Day Programs, Community, 1:4	Community-Based Day Programs, Community, 1:3	Community-Based Day Programs, Community, 1:2	Community-Based Day Programs, Community Only, 1:4	Community-Based Day Programs, Community Only, 1:3	Community-Based Day Programs, Community Only, 1:2	Behavior Management, Center/Facility, 1:3	Behavior Management, Center/Facility, 1:2
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***Category B Assumptions Adjusted for Training and PTO***

Direct services	28.05	28.25	28.05	28.05	28.25	28.05	28.05	28.25	26.90	27.09
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.96	0.96
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.97	0.97	0.77	0.97	0.97	0.77	0.96	0.77
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	1.78	1.78
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.96	0.96
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

***Category C Assumptions Adjusted for Training and PTO***

Direct services	28.05	28.25	28.05	28.05	28.25	28.05	28.05	28.25	26.90	27.09
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.96	0.96
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.97	0.97	0.77	0.97	0.97	0.77	0.96	0.77
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	1.78	1.78
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.96	0.96
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>



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**Appendix D: Productivity Assumptions**

Medical Management, Center/Facility, 1:3	Medical Management, Center/Facility, 1:2	Behavior Management, Community, 1:3	Behavior Management, Community, 1:2	Medical Management, Community, 1:3	Medical Management, Community, 1:2	In-Home Day Program, 1:3	In-Home Day Program, 1:2	In-Home Day Program, 1:1	Participant-Directed Community-Based Training, 1:3
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***Base Model Assumptions Adjusted for Training and PTO***

Direct services	26.90	27.09	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	0.96	0.96	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.96	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99
Supervision and Other Employer Time	1.78	1.78	1.78	1.78	1.78	1.78	0.90	0.90	0.90	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.77	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

***Category A Assumptions Adjusted for Training and PTO***

Direct services	26.90	27.09	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	0.96	0.96	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.96	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99
Supervision and Other Employer Time	1.78	1.78	1.78	1.78	1.78	1.78	0.90	0.90	0.90	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.77	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Medical Management, Center/Facility, 1:3	Medical Management, Center/Facility, 1:2	Behavior Management, Community, 1:3	Behavior Management, Community, 1:2	Medical Management, Community, 1:3	Medical Management, Community, 1:2	In-Home Day Program, 1:3	In-Home Day Program, 1:2	In-Home Day Program, 1:1	Participant-Directed Community-Based Training, 1:3
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	26.90	27.09	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	0.96	0.96	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.96	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99
Supervision and Other Employer Time	1.78	1.78	1.78	1.78	1.78	1.78	0.90	0.90	0.90	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.77	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	26.90	27.09	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	0.96	0.96	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.96	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99
Supervision and Other Employer Time	1.78	1.78	1.78	1.78	1.78	1.78	0.90	0.90	0.90	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.77	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

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**Appendix D: Productivity Assumptions**

Participant-Directed Community-Based Training, 1:2	Participant-Directed Community-Based Training, 1:1	Supplemental Day Program Support	Transportation, Company	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group, 1:8	Supported Employment-Group, 1:7	Supported Employment-Group, 1:6	Supported Employment-Group, 1:5
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***Base Model Assumptions Adjusted for Training and PTO***

Direct services	30.65	30.65	29.99	26.00	29.99	28.45	28.27	28.47	28.67	28.86
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	0.79	-	-	-	-	1.94	1.74	1.54	1.35
Supervision and Other Employer Time	-	-	0.90	0.90	0.90	0.90	0.68	0.68	0.68	0.68
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	3.99	-	1.54	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

***Category A Assumptions Adjusted for Training and PTO***

Direct services	30.65	30.65	29.99	26.40	29.99	28.60	28.27	28.47	28.67	28.86
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	0.79	-	-	-	-	1.94	1.74	1.54	1.35
Supervision and Other Employer Time	-	-	0.90	0.90	0.90	0.90	0.68	0.68	0.68	0.68
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	3.59	-	1.39	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Participant-Directed Community-Based Training, 1:2	Participant-Directed Community-Based Training, 1:1	Supplemental Day Program Support	Transportation, Company	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group, 1:8	Supported Employment-Group, 1:7	Supported Employment-Group, 1:6	Supported Employment-Group, 1:5
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	30.65	30.65	29.99	25.80	29.99	28.37	28.27	28.47	28.67	28.86
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	0.79	-	-	-	-	1.94	1.74	1.54	1.35
Supervision and Other Employer Time	-	-	0.90	0.90	0.90	0.90	0.68	0.68	0.68	0.68
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	4.19	-	1.62	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	30.65	30.65	29.99	25.00	29.99	28.06	28.27	28.47	28.67	28.86
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	0.79	-	-	-	-	1.94	1.74	1.54	1.35
Supervision and Other Employer Time	-	-	0.90	0.90	0.90	0.90	0.68	0.68	0.68	0.68
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	4.99	-	1.93	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Supported Employment-Group, 1:4	Supported Employment-Group, 1:3	Supported Employment-Group, 1:2	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program, 1:35+	Work Activity Program, 1:30-34	Work Activity Program, 1:25-29	Work Activity Program, 1:20-24	Work Activity Program, 1:15-19
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***Base Model Assumptions Adjusted for Training and PTO***

Direct services	29.05	29.24	29.44	24.81	26.35	27.08	27.28	27.48	27.67	27.86
Travel Time Between Individuals	-	-	-	1.54	2.32	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	3.86	-	-	-	-	-	-
Recordkeeping and Reporting	1.16	0.97	0.77	-	0.77	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	0.68	0.68	0.68	0.68	0.68	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	0.77	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

***Category A Assumptions Adjusted for Training and PTO***

Direct services	29.05	29.24	29.44	24.94	26.55	27.08	27.28	27.48	27.67	27.86
Travel Time Between Individuals	-	-	-	1.39	2.09	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	3.88	-	-	-	-	-	-
Recordkeeping and Reporting	1.16	0.97	0.77	-	0.78	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	0.68	0.68	0.68	0.68	0.69	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	0.78	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Supported Employment-Group, 1:4	Supported Employment-Group, 1:3	Supported Employment-Group, 1:2	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program, 1:35+	Work Activity Program, 1:30-34	Work Activity Program, 1:25-29	Work Activity Program, 1:20-24	Work Activity Program, 1:15-19
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	29.05	29.24	29.44	24.74	26.23	27.08	27.28	27.48	27.67	27.86
Travel Time Between Individuals	-	-	-	1.62	2.44	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	3.85	-	-	-	-	-	-
Recordkeeping and Reporting	1.16	0.97	0.77	-	0.77	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	0.68	0.68	0.68	0.68	0.68	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	0.77	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	29.05	29.24	29.44	24.48	25.82	27.08	27.28	27.48	27.67	27.86
Travel Time Between Individuals	-	-	-	1.93	2.90	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	3.81	-	-	-	-	-	-
Recordkeeping and Reporting	1.16	0.97	0.77	-	0.75	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	0.68	0.68	0.68	0.67	0.67	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	0.75	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>

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**Appendix D: Productivity Assumptions**

Work Activity Program, 1:10-14	Work Activity Program	Specialized Therapeutic Services, Professional, 1:1	Specialized Therapeutic Services, Professional, 1:2	Specialized Therapeutic Services, Professional, 1:3	Specialized Therapeutic Services, Assistant, 1:1	Specialized Therapeutic Services, Assistant, 1:2	Specialized Therapeutic Services, Assistant, 1:3	Specialized Therapeutic Services, Professional, Clinic, 1:1	Specialized Therapeutic Services, Professional, Clinic, 1:2
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**Base Model Assumptions Adjusted for Training and PTO**

Direct services	28.05	28.25	23.40	22.28	21.83	22.45	21.49	20.71	27.64	26.52
Travel Time Between Individuals	-	-	4.91	4.91	4.91	4.28	4.28	4.28	-	-
Program Set-Up/ Clean-Up	0.97	0.97	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	3.34	4.46	4.91	1.95	2.91	3.69	4.01	5.13
Supervision and Other Employer Time	0.90	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	-	-	0.89	0.89	0.89	0.78	0.78	0.78	0.89	0.89
Collateral contacts (not billable)	-	-	2.68	2.68	2.68	1.17	1.17	1.17	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>

**Category A Assumptions Adjusted for Training and PTO**

Direct services	28.05	28.25	23.78	22.64	22.18	22.81	21.83	21.04	27.64	26.52
Travel Time Between Individuals	-	-	4.42	4.42	4.42	3.85	3.85	3.85	-	-
Program Set-Up/ Clean-Up	0.97	0.97	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	3.39	4.53	4.99	1.98	2.96	3.75	4.01	5.13
Supervision and Other Employer Time	0.90	0.90	0.46	0.46	0.46	0.46	0.46	0.46	0.45	0.45
Missed Appointments (not redirected to other tasks)	-	-	0.90	0.90	0.90	0.79	0.79	0.79	0.89	0.89
Collateral contacts (not billable)	-	-	2.72	2.72	2.72	1.19	1.19	1.19	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Work Activity Program, 1:10-14	Work Activity Program	Specialized Therapeutic Services, Professional, 1:1	Specialized Therapeutic Services, Professional, 1:2	Specialized Therapeutic Services, Professional, 1:3	Specialized Therapeutic Services, Assistant, 1:1	Specialized Therapeutic Services, Assistant, 1:2	Specialized Therapeutic Services, Assistant, 1:3	Specialized Therapeutic Services, Professional, Clinic, 1:1	Specialized Therapeutic Services, Professional, Clinic, 1:2
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	28.05	28.25	23.21	22.10	21.65	22.28	21.32	20.55	27.64	26.52
Travel Time Between Individuals	-	-	5.16	5.16	5.16	4.49	4.49	4.49	-	-
Program Set-Up/ Clean-Up	0.97	0.97	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	3.31	4.42	4.87	1.93	2.89	3.66	4.01	5.13
Supervision and Other Employer Time	0.90	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	-	-	0.88	0.88	0.88	0.77	0.77	0.77	0.89	0.89
Collateral contacts (not billable)	-	-	2.66	2.66	2.66	1.16	1.16	1.16	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	28.05	28.25	22.47	21.40	20.97	21.56	20.64	19.89	27.64	26.52
Travel Time Between Individuals	-	-	6.14	6.14	6.14	5.35	5.35	5.35	-	-
Program Set-Up/ Clean-Up	0.97	0.97	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	3.21	4.28	4.71	1.87	2.79	3.54	4.01	5.13
Supervision and Other Employer Time	0.90	0.90	0.43	0.43	0.43	0.43	0.43	0.43	0.45	0.45
Missed Appointments (not redirected to other tasks)	-	-	0.85	0.85	0.85	0.75	0.75	0.75	0.89	0.89
Collateral contacts (not billable)	-	-	2.57	2.57	2.57	1.12	1.12	1.12	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Specialized Therapeutic Services, Professional, Clinic, 1:3	Specialized Therapeutic Services, Assistant, Clinic, 1:1	Specialized Therapeutic Services, Assistant, Clinic, 1:2	Specialized Therapeutic Services, Assistant, Clinic, 1:3	Adaptive Skills Trainer; Licensed Professional, 1:1	Adaptive Skills Trainer; Licensed Professional, 1:2	Adaptive Skills Trainer; Licensed Professional, 1:3	Adaptive Skills Trainer; Specialist, 1:1	Adaptive Skills Trainer; Specialist, 1:2	Adaptive Skills Trainer; Specialist, 1:3
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**Base Model Assumptions Adjusted for Training and PTO**

Direct services	26.08	26.15	25.18	24.40	23.40	22.28	21.83	25.85	24.74	23.84
Travel Time Between Individuals	-	-	-	-	4.91	4.91	4.91	4.91	4.91	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.57	2.53	3.50	4.28	3.34	4.46	4.91	2.23	3.34	4.24
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.78	0.78	0.78	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	1.17	1.17	1.17	2.68	2.68	2.68	1.34	1.34	1.34
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Category A Assumptions Adjusted for Training and PTO**

Direct services	26.08	26.15	25.18	24.40	23.78	22.64	22.18	26.26	25.14	24.22
Travel Time Between Individuals	-	-	-	-	4.42	4.42	4.42	4.42	4.42	4.42
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.57	2.53	3.50	4.28	3.39	4.53	4.99	2.27	3.39	4.31
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.89	0.78	0.78	0.78	0.90	0.90	0.90	0.90	0.90	0.90
Collateral contacts (not billable)	2.68	1.17	1.17	1.17	2.72	2.72	2.72	1.36	1.36	1.36
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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**Appendix D: Productivity Assumptions**

Specialized Therapeutic Services, Professional, Clinic, 1:3	Specialized Therapeutic Services, Assistant, Clinic, 1:1	Specialized Therapeutic Services, Assistant, Clinic, 1:2	Specialized Therapeutic Services, Assistant, Clinic, 1:3	Adaptive Skills Trainer; Licensed Professional, 1:1	Adaptive Skills Trainer; Licensed Professional, 1:2	Adaptive Skills Trainer; Licensed Professional, 1:3	Adaptive Skills Trainer; Specialist, 1:1	Adaptive Skills Trainer; Specialist, 1:2	Adaptive Skills Trainer; Specialist, 1:3
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	26.08	26.15	25.18	24.40	23.21	22.10	21.65	25.64	24.54	23.64
Travel Time Between Individuals	-	-	-	-	5.16	5.16	5.16	5.16	5.16	5.16
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.57	2.53	3.50	4.28	3.31	4.42	4.87	2.21	3.31	4.21
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.78	0.78	0.78	0.88	0.88	0.88	0.88	0.88	0.88
Collateral contacts (not billable)	2.68	1.17	1.17	1.17	2.66	2.66	2.66	1.33	1.33	1.33
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	26.08	26.15	25.18	24.40	22.47	21.40	20.97	24.82	23.75	22.89
Travel Time Between Individuals	-	-	-	-	6.14	6.14	6.14	6.14	6.14	6.14
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.57	2.53	3.50	4.28	3.21	4.28	4.71	2.14	3.21	4.07
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.43	0.43	0.43	0.43	0.43	0.43
Missed Appointments (not redirected to other tasks)	0.89	0.78	0.78	0.78	0.85	0.85	0.85	0.85	0.85	0.85
Collateral contacts (not billable)	2.68	1.17	1.17	1.17	2.57	2.57	2.57	1.29	1.29	1.29
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Behavior Analyst, 1:1	Behavior Analyst, 1:2	Behavior Analyst, 1:3	Associate Behavior Analyst, 1:1	Associate Behavior Analyst, 1:2	Associate Behavior Analyst, 1:3	Behavior Management Assistant, 1:1	Behavior Management Assistant, 1:2	Behavior Management Assistant, 1:3	Behavior Technician - Paraprofessional, 1:1
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***Base Model Assumptions Adjusted for Training and PTO***

Direct services	23.40	22.28	21.83	25.85	24.74	23.84	25.85	24.74	23.84	21.92
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.21
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.34	4.46	4.91	2.23	3.34	4.24	2.23	3.34	4.24	1.92
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	1.78
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.77
Collateral contacts (not billable)	2.68	2.68	2.68	1.34	1.34	1.34	1.34	1.34	1.34	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>

***Category A Assumptions Adjusted for Training and PTO***

Direct services	23.78	22.64	22.18	26.26	25.14	24.22	26.26	25.14	24.22	22.27
Travel Time Between Individuals	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42	3.79
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.39	4.53	4.99	2.27	3.39	4.31	2.27	3.39	4.31	1.95
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	1.81
Missed Appointments (not redirected to other tasks)	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.78
Collateral contacts (not billable)	2.72	2.72	2.72	1.36	1.36	1.36	1.36	1.36	1.36	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>

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**Appendix D: Productivity Assumptions**

Behavior Analyst, 1:1	Behavior Analyst, 1:2	Behavior Analyst, 1:3	Associate Behavior Analyst, 1:1	Associate Behavior Analyst, 1:2	Associate Behavior Analyst, 1:3	Behavior Management Assistant, 1:1	Behavior Management Assistant, 1:2	Behavior Management Assistant, 1:3	Behavior Technician - Paraprofessional, 1:1
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***Category B Assumptions Adjusted for Training and PTO***

Direct services	23.21	22.10	21.65	25.64	24.54	23.64	25.64	24.54	23.64	21.75
Travel Time Between Individuals	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16	4.42
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.31	4.42	4.87	2.21	3.31	4.21	2.21	3.31	4.21	1.90
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	1.77
Missed Appointments (not redirected to other tasks)	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.76
Collateral contacts (not billable)	2.66	2.66	2.66	1.33	1.33	1.33	1.33	1.33	1.33	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>

***Category C Assumptions Adjusted for Training and PTO***

Direct services	22.47	21.40	20.97	24.82	23.75	22.89	24.82	23.75	22.89	21.05
Travel Time Between Individuals	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14	5.26
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.21	4.28	4.71	2.14	3.21	4.07	2.14	3.21	4.07	1.84
Supervision and Other Employer Time	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	1.71
Missed Appointments (not redirected to other tasks)	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.74
Collateral contacts (not billable)	2.57	2.57	2.57	1.29	1.29	1.29	1.29	1.29	1.29	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>

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**Appendix D: Productivity Assumptions**

Behavior Technician - Paraprofessional, 1:2	Behavior Technician - Paraprofessional, 1:3	Behavior Management Consultant, 1:1	Behavior Management Consultant, 1:2	Behavior Management Consultant, 1:3	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3	Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1	Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2
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**Base Model Assumptions Adjusted for Training and PTO**

Direct services	20.97	20.21	23.40	22.28	21.83	23.17	22.06	21.16	21.87	20.91
Travel Time Between Individuals	4.21	4.21	4.91	4.91	4.91	4.91	4.91	4.91	4.25	4.25
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.87	3.63	3.34	4.46	4.91	2.23	3.34	4.24	1.94	2.90
Supervision and Other Employer Time	1.78	1.78	0.45	0.45	0.45	0.45	0.45	0.45	0.90	0.90
Missed Appointments (not redirected to other tasks)	0.77	0.77	0.89	0.89	0.89	0.89	0.89	0.89	0.77	0.77
Collateral contacts (not billable)	-	-	2.68	2.68	2.68	2.68	2.68	2.68	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	1.34	1.34	1.34	1.16	1.16
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>

**Category A Assumptions Adjusted for Training and PTO**

Direct services	21.30	20.53	23.78	22.64	22.18	23.54	22.42	21.50	22.22	21.24
Travel Time Between Individuals	3.79	3.79	4.42	4.42	4.42	4.42	4.42	4.42	3.83	3.83
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.92	3.69	3.39	4.53	4.99	2.27	3.39	4.31	1.97	2.95
Supervision and Other Employer Time	1.81	1.81	0.46	0.46	0.46	0.46	0.46	0.46	0.91	0.91
Missed Appointments (not redirected to other tasks)	0.78	0.78	0.90	0.90	0.90	0.90	0.90	0.90	0.78	0.78
Collateral contacts (not billable)	-	-	2.72	2.72	2.72	2.72	2.72	2.72	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	1.36	1.36	1.36	1.18	1.18
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Behavior Technician - Paraprofessional, 1:2	Behavior Technician - Paraprofessional, 1:3	Behavior Management Consultant, 1:1	Behavior Management Consultant, 1:2	Behavior Management Consultant, 1:3	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2	Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3	Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1	Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	20.80	20.05	23.21	22.10	21.65	22.98	21.88	20.98	21.71	20.75
Travel Time Between Individuals	4.42	4.42	5.16	5.16	5.16	5.16	5.16	5.16	4.46	4.46
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.85	3.60	3.31	4.42	4.87	2.21	3.31	4.21	1.92	2.88
Supervision and Other Employer Time	1.77	1.77	0.45	0.45	0.45	0.45	0.45	0.45	0.89	0.89
Missed Appointments (not redirected to other tasks)	0.76	0.76	0.88	0.88	0.88	0.88	0.88	0.88	0.76	0.76
Collateral contacts (not billable)	-	-	2.66	2.66	2.66	2.66	2.66	2.66	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	1.33	1.33	1.33	1.15	1.15
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	20.13	19.40	22.47	21.40	20.97	22.25	21.18	20.32	21.01	20.09
Travel Time Between Individuals	5.26	5.26	6.14	6.14	6.14	6.14	6.14	6.14	5.31	5.31
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.76	3.49	3.21	4.28	4.71	2.14	3.21	4.07	1.86	2.78
Supervision and Other Employer Time	1.71	1.71	0.43	0.43	0.43	0.43	0.43	0.43	0.86	0.86
Missed Appointments (not redirected to other tasks)	0.74	0.74	0.85	0.85	0.85	0.85	0.85	0.85	0.74	0.74
Collateral contacts (not billable)	-	-	2.57	2.57	2.57	2.57	2.57	2.57	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	1.29	1.29	1.29	1.11	1.11
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04
<b>Total</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3	Infant Development Program, Audiologist, Home- and Community-Based, 1:1	Infant Development Program, Audiologist, Home- and Community-Based, 1:2	Infant Development Program, Audiologist, Home- and Community-Based, 1:3
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**Base Model Assumptions Adjusted for Training and PTO**

Direct services	20.15	22.06	20.94	20.49	19.15	18.17	17.78	22.06	20.94	20.49
Travel Time Between Individuals	4.25	4.91	4.91	4.91	4.28	4.28	4.28	4.91	4.91	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.66	3.34	4.46	4.91	2.91	3.89	4.28	3.34	4.46	4.91
Supervision and Other Employer Time	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.77	0.89	0.89	0.89	0.78	0.78	0.78	0.89	0.89	0.89
Collateral contacts (not billable)	-	2.68	2.68	2.68	2.34	2.34	2.34	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.16	1.34	1.34	1.34	1.17	1.17	1.17	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Category A Assumptions Adjusted for Training and PTO**

Direct services	20.47	22.42	21.28	20.82	19.45	18.46	18.06	22.42	21.28	20.82
Travel Time Between Individuals	3.83	4.42	4.42	4.42	3.85	3.85	3.85	4.42	4.42	4.42
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.72	3.39	4.53	4.99	2.96	3.95	4.35	3.39	4.53	4.99
Supervision and Other Employer Time	0.91	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.78	0.90	0.90	0.90	0.79	0.79	0.79	0.90	0.90	0.90
Collateral contacts (not billable)	-	2.72	2.72	2.72	2.38	2.38	2.38	2.72	2.72	2.72
Interdisciplinary team case reviews/planning	1.18	1.36	1.36	1.36	1.19	1.19	1.19	1.36	1.36	1.36
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2	Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2	Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3	Infant Development Program, Audiologist, Home- and Community-Based, 1:1	Infant Development Program, Audiologist, Home- and Community-Based, 1:2	Infant Development Program, Audiologist, Home- and Community-Based, 1:3
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	20.00	21.88	20.77	20.32	19.00	18.03	17.64	21.88	20.77	20.32
Travel Time Between Individuals	4.46	5.16	5.16	5.16	4.49	4.49	4.49	5.16	5.16	5.16
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.63	3.31	4.42	4.87	2.89	3.86	4.25	3.31	4.42	4.87
Supervision and Other Employer Time	0.89	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.76	0.88	0.88	0.88	0.77	0.77	0.77	0.88	0.88	0.88
Collateral contacts (not billable)	-	2.66	2.66	2.66	2.32	2.32	2.32	2.66	2.66	2.66
Interdisciplinary team case reviews/planning	1.15	1.33	1.33	1.33	1.16	1.16	1.16	1.33	1.33	1.33
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	19.36	21.18	20.11	19.68	18.39	17.45	17.07	21.18	20.11	19.68
Travel Time Between Individuals	5.31	6.14	6.14	6.14	5.35	5.35	5.35	6.14	6.14	6.14
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.51	3.21	4.28	4.71	2.79	3.73	4.11	3.21	4.28	4.71
Supervision and Other Employer Time	0.86	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43
Missed Appointments (not redirected to other tasks)	0.74	0.85	0.85	0.85	0.75	0.75	0.75	0.85	0.85	0.85
Collateral contacts (not billable)	-	2.57	2.57	2.57	2.25	2.25	2.25	2.57	2.57	2.57
Interdisciplinary team case reviews/planning	1.11	1.29	1.29	1.29	1.12	1.12	1.12	1.29	1.29	1.29
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program, Family Therapist, Home- and Community-Based, 1:1	Infant Development Program, Family Therapist, Home- and Community-Based, 1:2	Infant Development Program, Family Therapist, Home- and Community-Based, 1:3	Infant Development Program, Nurse, Home- and Community-Based, 1:1	Infant Development Program, Nurse, Home- and Community-Based, 1:2	Infant Development Program, Nurse, Home- and Community-Based, 1:3	Infant Development Program, Dietician, Home- and Community-Based, 1:1	Infant Development Program, Dietician, Home- and Community-Based, 1:2	Infant Development Program, Dietician, Home- and Community-Based, 1:3	Infant Development Program, Social Worker, Home- and Community-Based, 1:1
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**Base Model Assumptions Adjusted for Training and PTO**

Direct services	22.06	20.94	20.49	22.06	20.94	20.49	22.06	20.94	20.49	22.06
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.34	4.46	4.91	3.34	4.46	4.91	3.34	4.46	4.91	3.34
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Category A Assumptions Adjusted for Training and PTO**

Direct services	22.42	21.28	20.82	22.42	21.28	20.82	22.42	21.28	20.82	22.42
Travel Time Between Individuals	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.39	4.53	4.99	3.39	4.53	4.99	3.39	4.53	4.99	3.39
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Collateral contacts (not billable)	2.72	2.72	2.72	2.72	2.72	2.72	2.72	2.72	2.72	2.72
Interdisciplinary team case reviews/planning	1.36	1.36	1.36	1.36	1.36	1.36	1.36	1.36	1.36	1.36
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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**Appendix D: Productivity Assumptions**

Infant Development Program, Family Therapist, Home- and Community-Based, 1:1	Infant Development Program, Family Therapist, Home- and Community-Based, 1:2	Infant Development Program, Family Therapist, Home- and Community-Based, 1:3	Infant Development Program, Nurse, Home- and Community-Based, 1:1	Infant Development Program, Nurse, Home- and Community-Based, 1:2	Infant Development Program, Nurse, Home- and Community-Based, 1:3	Infant Development Program, Dietician, Home- and Community-Based, 1:1	Infant Development Program, Dietician, Home- and Community-Based, 1:2	Infant Development Program, Dietician, Home- and Community-Based, 1:3	Infant Development Program, Social Worker, Home- and Community-Based, 1:1
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	21.88	20.77	20.32	21.88	20.77	20.32	21.88	20.77	20.32	21.88
Travel Time Between Individuals	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.31	4.42	4.87	3.31	4.42	4.87	3.31	4.42	4.87	3.31
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Collateral contacts (not billable)	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66
Interdisciplinary team case reviews/planning	1.33	1.33	1.33	1.33	1.33	1.33	1.33	1.33	1.33	1.33
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	21.18	20.11	19.68	21.18	20.11	19.68	21.18	20.11	19.68	21.18
Travel Time Between Individuals	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.21	4.28	4.71	3.21	4.28	4.71	3.21	4.28	4.71	3.21
Supervision and Other Employer Time	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43
Missed Appointments (not redirected to other tasks)	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85
Collateral contacts (not billable)	2.57	2.57	2.57	2.57	2.57	2.57	2.57	2.57	2.57	2.57
Interdisciplinary team case reviews/planning	1.29	1.29	1.29	1.29	1.29	1.29	1.29	1.29	1.29	1.29
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Infant Development Program, Social Worker, Home- and Community-Based, 1:2	Infant Development Program, Social Worker, Home- and Community-Based, 1:3	Infant Development Program, Psychologist, Home- and Community-Based, 1:1	Infant Development Program, Psychologist, Home- and Community-Based, 1:2	Infant Development Program, Psychologist, Home- and Community-Based, 1:3	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3	Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1	Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2
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**Base Model Assumptions Adjusted for Training and PTO**

Direct services	20.94	20.49	22.06	20.94	20.49	28.52	27.41	26.51	25.53	24.57
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.46	4.91	3.34	4.46	4.91	2.23	3.34	4.24	1.94	2.90
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.90	0.90
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.45	0.45	0.45	0.39	0.39
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	-	-
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.16	1.16
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>

**Category A Assumptions Adjusted for Training and PTO**

Direct services	21.28	20.82	22.42	21.28	20.82	28.52	27.41	26.51	25.53	24.57
Travel Time Between Individuals	4.42	4.42	4.42	4.42	4.42	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.53	4.99	3.39	4.53	4.99	2.23	3.34	4.24	1.94	2.90
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.45	0.45	0.45	0.90	0.90
Missed Appointments (not redirected to other tasks)	0.90	0.90	0.90	0.90	0.90	0.45	0.45	0.45	0.39	0.39
Collateral contacts (not billable)	2.72	2.72	2.72	2.72	2.72	2.68	2.68	2.68	-	-
Interdisciplinary team case reviews/planning	1.36	1.36	1.36	1.36	1.36	1.34	1.34	1.34	1.16	1.16
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Infant Development Program, Social Worker, Home- and Community-Based, 1:2	Infant Development Program, Social Worker, Home- and Community-Based, 1:3	Infant Development Program, Psychologist, Home- and Community-Based, 1:1	Infant Development Program, Psychologist, Home- and Community-Based, 1:2	Infant Development Program, Psychologist, Home- and Community-Based, 1:3	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2	Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3	Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1	Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	20.77	20.32	21.88	20.77	20.32	28.52	27.41	26.51	25.53	24.57
Travel Time Between Individuals	5.16	5.16	5.16	5.16	5.16	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.42	4.87	3.31	4.42	4.87	2.23	3.34	4.24	1.94	2.90
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.90	0.90
Missed Appointments (not redirected to other tasks)	0.88	0.88	0.88	0.88	0.88	0.45	0.45	0.45	0.39	0.39
Collateral contacts (not billable)	2.66	2.66	2.66	2.66	2.66	2.68	2.68	2.68	-	-
Interdisciplinary team case reviews/planning	1.33	1.33	1.33	1.33	1.33	1.34	1.34	1.34	1.16	1.16
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	20.11	19.68	21.18	20.11	19.68	28.52	27.41	26.51	25.53	24.57
Travel Time Between Individuals	6.14	6.14	6.14	6.14	6.14	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.28	4.71	3.21	4.28	4.71	2.23	3.34	4.24	1.94	2.90
Supervision and Other Employer Time	0.43	0.43	0.43	0.43	0.43	0.45	0.45	0.45	0.90	0.90
Missed Appointments (not redirected to other tasks)	0.85	0.85	0.85	0.85	0.85	0.45	0.45	0.45	0.39	0.39
Collateral contacts (not billable)	2.57	2.57	2.57	2.57	2.57	2.68	2.68	2.68	-	-
Interdisciplinary team case reviews/planning	1.29	1.29	1.29	1.29	1.29	1.34	1.34	1.34	1.16	1.16
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3	Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1	Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2	Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3	Infant Development Program, Audiologist, Center/Facility Based, 1:1	Infant Development Program, Audiologist, Center/Facility Based, 1:2	Infant Development Program, Audiologist, Center/Facility Based, 1:3
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**Base Model Assumptions Adjusted for Training and PTO**

Direct services	23.81	26.30	25.18	24.74	22.84	21.87	21.49	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.66	4.01	5.13	5.57	3.50	4.47	4.85	4.01	5.13	5.57
Supervision and Other Employer Time	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.39	0.89	0.89	0.89	0.78	0.78	0.78	0.89	0.89	0.89
Collateral contacts (not billable)	-	2.68	2.68	2.68	2.34	2.34	2.34	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.16	1.34	1.34	1.34	1.17	1.17	1.17	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Category A Assumptions Adjusted for Training and PTO**

Direct services	23.81	26.30	25.18	24.74	22.84	21.87	21.49	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.66	4.01	5.13	5.57	3.50	4.47	4.85	4.01	5.13	5.57
Supervision and Other Employer Time	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.39	0.89	0.89	0.89	0.78	0.78	0.78	0.89	0.89	0.89
Collateral contacts (not billable)	-	2.68	2.68	2.68	2.34	2.34	2.34	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.16	1.34	1.34	1.34	1.17	1.17	1.17	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2	Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3	Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1	Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2	Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3	Infant Development Program, Audiologist, Center/Facility Based, 1:1	Infant Development Program, Audiologist, Center/Facility Based, 1:2	Infant Development Program, Audiologist, Center/Facility Based, 1:3
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	23.81	26.30	25.18	24.74	22.84	21.87	21.49	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.66	4.01	5.13	5.57	3.50	4.47	4.85	4.01	5.13	5.57
Supervision and Other Employer Time	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.39	0.89	0.89	0.89	0.78	0.78	0.78	0.89	0.89	0.89
Collateral contacts (not billable)	-	2.68	2.68	2.68	2.34	2.34	2.34	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.16	1.34	1.34	1.34	1.17	1.17	1.17	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	23.81	26.30	25.18	24.74	22.84	21.87	21.49	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.66	4.01	5.13	5.57	3.50	4.47	4.85	4.01	5.13	5.57
Supervision and Other Employer Time	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.39	0.89	0.89	0.89	0.78	0.78	0.78	0.89	0.89	0.89
Collateral contacts (not billable)	-	2.68	2.68	2.68	2.34	2.34	2.34	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.16	1.34	1.34	1.34	1.17	1.17	1.17	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
<b>Total</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>34.60</b>	<b>34.60</b>	<b>34.60</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Infant Development Program, Family Therapist, Center/Facility Based, 1:1	Infant Development Program, Family Therapist, Center/Facility Based, 1:2	Infant Development Program, Family Therapist, Center/Facility Based, 1:3	Infant Development Program, Nurse, Center/Facility Based, 1:1	Infant Development Program, Nurse, Center/Facility Based, 1:2	Infant Development Program, Nurse, Center/Facility Based, 1:3	Infant Development Program, Dietician, Center/Facility Based, 1:1	Infant Development Program, Dietician, Center/Facility Based, 1:2	Infant Development Program, Dietician, Center/Facility Based, 1:3	Infant Development Program, Social Worker, Center/Facility Based, 1:1
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***Base Model Assumptions Adjusted for Training and PTO***

Direct services	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74	26.30
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.01	5.13	5.57	4.01	5.13	5.57	4.01	5.13	5.57	4.01
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Category A Assumptions Adjusted for Training and PTO***

Direct services	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74	26.30
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.01	5.13	5.57	4.01	5.13	5.57	4.01	5.13	5.57	4.01
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Infant Development Program, Family Therapist, Center/Facility Based, 1:1	Infant Development Program, Family Therapist, Center/Facility Based, 1:2	Infant Development Program, Family Therapist, Center/Facility Based, 1:3	Infant Development Program, Nurse, Center/Facility Based, 1:1	Infant Development Program, Nurse, Center/Facility Based, 1:2	Infant Development Program, Nurse, Center/Facility Based, 1:3	Infant Development Program, Dietician, Center/Facility Based, 1:1	Infant Development Program, Dietician, Center/Facility Based, 1:2	Infant Development Program, Dietician, Center/Facility Based, 1:3	Infant Development Program, Social Worker, Center/Facility Based, 1:1
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**Category B Assumptions Adjusted for Training and PTO**

Direct services	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74	26.30
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.01	5.13	5.57	4.01	5.13	5.57	4.01	5.13	5.57	4.01
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Category C Assumptions Adjusted for Training and PTO**

Direct services	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74	26.30
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.01	5.13	5.57	4.01	5.13	5.57	4.01	5.13	5.57	4.01
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>



**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
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**Appendix D: Productivity Assumptions**

Infant Development Program, Social Worker, Center/Facility Based, 1:2	Infant Development Program, Social Worker, Center/Facility Based, 1:3	Infant Development Program, Psychologist, Center/Facility Based, 1:1	Infant Development Program, Psychologist, Center/Facility Based, 1:2	Infant Development Program, Psychologist, Center/Facility Based, 1:3
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***Base Model Assumptions Adjusted for Training and PTO***

Direct services	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-
Recordkeeping and Reporting	5.13	5.57	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Category A Assumptions Adjusted for Training and PTO***

Direct services	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-
Recordkeeping and Reporting	5.13	5.57	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

Infant Development Program, Social Worker, Center/Facility Based, 1:2	Infant Development Program, Social Worker, Center/Facility Based, 1:3	Infant Development Program, Psychologist, Center/Facility Based, 1:1	Infant Development Program, Psychologist, Center/Facility Based, 1:2	Infant Development Program, Psychologist, Center/Facility Based, 1:3
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***Category B Assumptions Adjusted for Training and PTO***

Direct services	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-
Recordkeeping and Reporting	5.13	5.57	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Category C Assumptions Adjusted for Training and PTO***

Direct services	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-
Recordkeeping and Reporting	5.13	5.57	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>