

Wage and Rate Study

# Adult Foster Homes - Provider Survey Analysis

prepared for:

**Oregon Department of Human Services**

prepared by:

Burns & Associates a Division of Health Management Associates  
[www.healthmanagement.com/about/burns-associates/](http://www.healthmanagement.com/about/burns-associates/)

October 7, 2024

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis**  
**prepared for Oregon Department of Human Services**

**Table of Contents**

<b>Summary</b>	
Summary of Survey Participation.....	1
<b>Direct Care Staff</b>	
Wages.....	2
Turnover and Vacancy Rates.....	3
<b>Service Specific Summary</b>	
Adult Foster Homes - APD Providers.....	4
Adult Foster Homes - ODDS Providers.....	6
Adult Foster Homes - OHA Providers.....	8
<b>Expenses</b>	
Summary of Annual Expenses.....	10

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis  
prepared for Oregon Department of Human Services**

	Provider Response Rate				FY2023 Claims		
	Total (FY2023 Claims)	Responded (FY2023 Claims)	% (FY2023 Claims)	Responded <sup>1</sup>	Total	Responded	%
<b>APD Providers</b>	1,175	55	5%	57	\$152,041,262	\$7,135,129	5%
<b>ODDS Providers</b>	1,366	34	2%	36	\$222,342,417	\$5,086,763	2%
<b>OHA Providers</b>				3			

<sup>1</sup>Response counts are based on the number of survey submissions and the completion of service-specific forms. Some providers included in the response counts did not provide services in FY2023, so their revenues are not reflected in the claims-based response rate calculations. Additionally, some providers did not complete the service-specific forms.

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis**  
**prepared for Oregon Department of Human Services**

**Direct Care Staff Wages<sup>1</sup>**

	Employed Staff - Hourly Wages							Contracted Staff - Hourly Wages						
	Respond- ents	Reported Hours	Average w/ otl.	Average w/o otl.	Median	Wghtd Avg. <sup>2</sup> w/ otl.	Wghtd Avg. <sup>2</sup> w/o otl.	Respond- ents	Reported Hours	Average w/ otl.	Average w/o otl.	Median	Wghtd Avg. <sup>2</sup> w/ otl.	Wghtd Avg. <sup>2</sup> w/o otl.
APD Providers	26	188,355	\$20.91	\$19.78	\$20.14	\$20.34	\$19.98	3	17,640	\$19.58	\$19.58	\$15.87	\$16.75	\$16.75
ODDS Providers	12	216,579	\$18.47	\$18.04	\$17.79	\$20.62	\$20.56	4	9,595	\$18.55	\$18.55	\$19.12	\$19.05	\$19.05
OHA Providers	2	5,760	\$17.25	\$17.25	\$17.25	\$14.58	\$14.58	0	0					

<sup>1</sup>Reported wages for administrative, management, and professional staff are excluded from the analysis.

<sup>2</sup>Weighted averages are weighted using reported direct care hours.

Employment of Paid Staff or Contractors		
Total Respondents	Number that Employ	Percent that Employ

APD Providers	54	43	80%
ODDS Providers	36	26	72%
OHA Providers	3	3	100%

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis**  
**prepared for Oregon Department of Human Services**

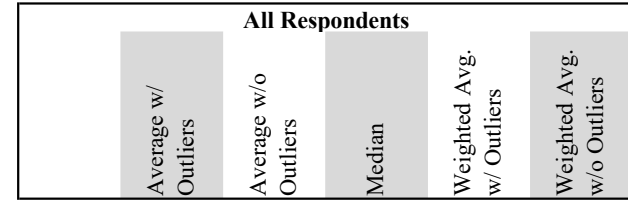
**Turnover and Vacancy Rates for Direct Care Staff**

	Respond- ents	Turnover					Respond- ents	Vacancy				
		Average w/ otl.	Average w/o otl.	Median	Wghtd Avg. <sup>1</sup> w/ otl.	Wghtd Avg. <sup>1</sup> w/o otl.		Average w/ otl.	Average w/o otl.	Median	Wghtd Avg. <sup>1</sup> w/ otl.	Wghtd Avg. <sup>1</sup> w/o otl.
APD Providers	17	15%	12%	12%	20%	19%	13	13%	8%	0%	13%	10%
ODDS Providers	9	44%	27%	33%	146%	43%	9	15%	9%	5%	6%	5%
OHA Providers	2	13%	13%	13%	7%	7%	1	50%	50%	50%	50%	50%

<sup>1</sup>Weighted averages are weighted using reported direct care hours.

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis**  
 prepared for Oregon Department of Human Services

**Adult Foster Homes - APD Providers**



Responding providers	55
----------------------	----

**Home Characteristics**

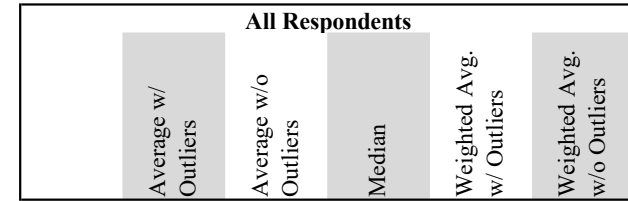
Total number of Adult Foster Homes	60					
Percent of homes that are fully occupied	55%					
Occupancy rate		80%	83%	100%	90%	90%
Distribution of homes by reported license classification:						
APD Class 1	2%					
APD Class 2	50%					
APD Class 3	48%					
Miles driven per week per resident (excludes work-related transportation)		33	26	24	30	24

**Home Residents**

Total number of current residents	235					
Distribution of residents by reported funding source:						
APD-AAA	91%					
ODDS (EXPRS)	2%					
Mental Health/ CCO	7%					
Number of years a typical resident has received services		3.5	3.1	3.0	3.6	3.4
Monthly reimbursement payment (excludes room and board) per resident		\$4,258	\$3,860	\$3,563	\$4,411	\$4,022
Number of absence days per person in 2023		2.5	1.5	0.2	2.6	1.5
Percent of residents that regularly participate in activities outside the home without the caregivers	29%					
For residents participating in outside activities, number of hours per week		6.8	5.6	6.0	6.6	6.0

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis  
prepared for Oregon Department of Human Services**

**Adult Foster Homes - APD Providers**

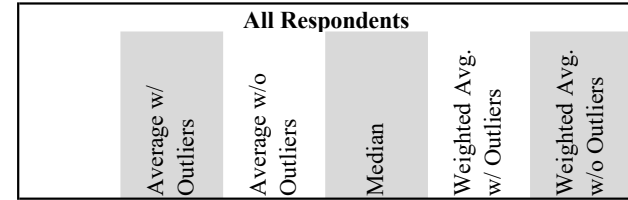


**Home Staffing**

Percent of homes with 'live-in' caregivers that provide care	89%					
Percent of homes with shift staff employed or contracted to work in the home	77%					
Number of hours per week per resident employed staff are scheduled to work for homes w/ 'live-in' caregivers		23.9	19.9	16.0	22.5	20.1
Number of hours per week per resident employed staff are scheduled to work for homes w/o 'live-in' caregivers		31.4	23.0	19.6	24.2	21.7
Percent of residents that receive 1:1 exclusive focus assistance	43%					
Number of hours per week of 1:1 exclusive focus assistance per resident		34.7	27.9	15.0	36.4	27.9
Percent of residents that receive 2:1 exclusive focus assistance	23%					
Number of hours per week of 2:1 exclusive focus assistance per resident		35.2	29.7	17.5	37.3	29.9
Percent of homes that allow overnight staff to sleep	67%					
Percent of homes that treat overnight hours as 'regular' work hours	38%					

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis**  
 prepared for Oregon Department of Human Services

**Adult Foster Homes - ODDS Providers**



Responding providers	35					
----------------------	----	--	--	--	--	--

**Home Characteristics**

Total number of Adult Foster Homes	40					
Percent of homes that are fully occupied	65%					
Occupancy rate		86%	90%	100%	91%	93%
Distribution of homes by reported license classification:						
I/DD Level 1	63%					
I/DD Level 2B	32%					
I/DD Level 2M	5%					
Miles driven per week per resident (excludes work-related transportation)		75	51	53	60	50

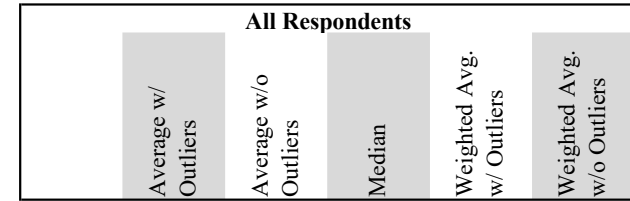
**Home Residents**

Total number of current residents	105					
Distribution of residents by reported funding source:						
APD-AAA	2%					
ODDS (EXPRS)	96%					
Mental Health/ CCO	2%					
Number of years a typical resident has received services		9.2	7.1	6.5	7.7	6.6
Monthly reimbursement payment (excludes room and board) per resident		\$9,094	\$7,685	\$6,420	\$9,286	\$7,796
Number of absence days per person in 2023		3.0	1.2	0.0	1.8	1.1
Percent of residents that regularly participate in activities outside the home without the caregivers	63%					
For residents participating in outside activities, number of hours per week		31.2	12.8	14.4	17.2	11.7



**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis**  
**prepared for Oregon Department of Human Services**

**Adult Foster Homes - ODDS Providers**

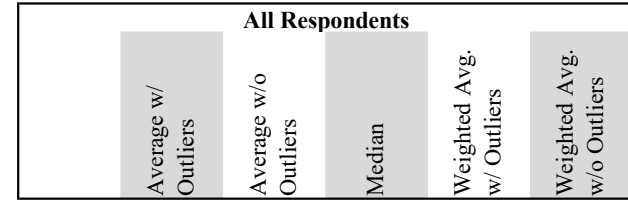


***Home Staffing***

Percent of homes with 'live-in' caregivers that provide care	70%					
Percent of homes with shift staff employed or contracted to work in the home	56%					
Number of hours per week per resident employed staff are scheduled to work for homes w/ 'live-in' caregivers		33.6	22.7	24.2	28.2	24.9
Number of hours per week per resident employed staff are scheduled to work for homes w/o 'live-in' caregivers		27.9	27.9	33.6	24.8	24.8
Percent of residents that receive 1:1 exclusive focus assistance	46%					
Number of hours per week of 1:1 exclusive focus assistance per resident		29.7	23.2	19.8	27.9	25.6
Percent of residents that receive 2:1 exclusive focus assistance	13%					
Number of hours per week of 2:1 exclusive focus assistance per resident		22.1	11.4	8.0	13.3	10.3
Percent of homes that allow overnight staff to sleep	51%					
Percent of homes that treat overnight hours as 'regular' work hours	29%					

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis**  
 prepared for Oregon Department of Human Services

**Adult Foster Homes - OHA Providers**



Responding providers	3				
----------------------	---	--	--	--	--

**Home Characteristics**

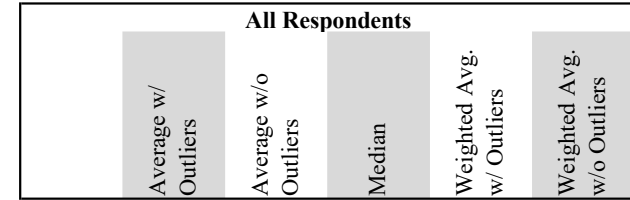
Total number of Adult Foster Homes	3				
Percent of homes that are fully occupied	67%				
Occupancy rate		93%	93%	100%	94%
Distribution of homes by reported license classification:					
OHA Level 1	100%				
Miles driven per week per resident (excludes work-related transportation)		20	20	10	19

**Home Residents**

Total number of current residents	13				
Distribution of residents by reported funding source:					
OHA-AAA	0%				
ODDS (EXPRS)	0%				
Mental Health/ CCO	100%				
Number of years a typical resident has received services		5.1	5.1	5.1	5.3
Monthly reimbursement payment (excludes room and board) per resident		\$2,657	\$2,657	\$2,657	\$2,666
Number of absence days per person in 2023		3.8	3.8	3.8	3.5
Percent of residents that regularly participate in activities outside the home without the caregivers	100%				
For residents participating in outside activities, number of hours per week		8.0	8.0	8.0	8.0

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis  
prepared for Oregon Department of Human Services**

**Adult Foster Homes - OHA Providers**



**Home Staffing**

Category	Value	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers
Percent of homes with 'live-in' caregivers that provide care	100%					
Percent of homes with shift staff employed or contracted to work in the home	100%					
Number of hours per week per resident employed staff are scheduled to work for homes w/ 'live-in' caregivers		18.0	18.0	20.0	16.9	16.9
Number of hours per week per resident employed staff are scheduled to work for homes w/o 'live-in' caregivers						
Percent of residents that receive 1:1 exclusive focus assistance	38%					
Number of hours per week of 1:1 exclusive focus assistance per resident		31.0	31.0	31.0	29.8	29.8
Percent of residents that receive 2:1 exclusive focus assistance	8%					
Number of hours per week of 2:1 exclusive focus assistance per resident		20.0	20.0	20.0	20.0	20.0
Percent of homes that allow overnight staff to sleep	100%					
Percent of homes that treat overnight hours as 'regular' work hours	0%					

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis**  
**prepared for Oregon Department of Human Services**

**Annual Expenses Per Resident - APD Providers**

	Response Count	Percent of Total Responses	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers <sup>1</sup>	Weighted Avg. w/o Outliers <sup>1</sup>
<b>All Expenses</b>	<b>52</b>		<b>\$46,624</b>	<b>\$39,493</b>	<b>\$30,767</b>	<b>\$72,717</b>	<b>\$67,120</b>
<i>Expenses by Category</i>							
Employed staff costs	35	67%	\$32,267	\$27,736	\$19,031	\$45,809	\$39,680
Residential homes rent/mortgage/depreciation	47	90%	\$11,981	\$9,619	\$8,000	\$18,996	\$9,790
Residential homes repairs and modifications	43	83%	\$2,315	\$1,940	\$1,416	\$2,500	\$2,394
Residential homes janitorial/landscaping	41	79%	\$935	\$781	\$500	\$1,018	\$883
Residential homes utilities/telecommunications/etc.	46	88%	\$3,785	\$3,312	\$3,030	\$3,687	\$3,635
Non-program facilities rent/mortgage/depreciation	1	2%	\$600	\$600	\$600	\$600	\$600
Non-program facilities repairs and modifications	4	8%	\$8,354	\$8,354	\$4,397	\$3,170	\$3,170
Non-program facilities maintenance/janitorial/landscaping	1	2%	\$6,472	\$6,472	\$6,472	\$6,472	\$6,472
Non-program facilities utilities/telecommunications/etc.	1	2%	\$19,506	\$19,506	\$19,506	\$19,506	\$19,506
Agency owned/leased vehicle expenses	27	52%	\$1,855	\$1,696	\$1,667	\$2,258	\$2,217
Reimbursement for use of staff personal vehicles	6	12%	\$763	\$763	\$810	\$907	\$907
Other travel related expenses (e.g., out of state travel)	12	23%	\$1,237	\$1,237	\$1,100	\$1,316	\$1,316
Other taxes (excludes payroll taxes and personal income taxes)	16	31%	\$2,757	\$1,151	\$1,115	\$4,754	\$1,091
Interest expense (non-mortgage and non-vehicle)	7	13%	\$896	\$896	\$721	\$913	\$913
All general insurance (excludes vehicle insurance and staff benefits)	23	44%	\$1,651	\$1,143	\$915	\$1,430	\$1,123
Licensing/certification/accreditation fees	50	96%	\$111	\$90	\$83	\$116	\$76
Hiring expenses (e.g., advertising, background checks, placement fees, etc.)	33	63%	\$243	\$137	\$50	\$292	\$151
Organizational culture building and employee retention activities	16	31%	\$1,685	\$297	\$240	\$1,118	\$393
Training Expense (e.g., fees and materials; exclude staff costs)	35	67%	\$177	\$166	\$105	\$240	\$187
Office equipment and furniture	37	71%	\$746	\$601	\$400	\$603	\$603
Information technology expense (e.g., computers and software)	37	71%	\$437	\$352	\$250	\$348	\$348
Office supplies	47	90%	\$343	\$279	\$246	\$313	\$307
Advertising	12	23%	\$787	\$313	\$125	\$1,830	\$222
Dues and subscriptions	17	33%	\$142	\$142	\$128	\$156	\$156
Payroll processing costs	28	54%	\$2,202	\$833	\$441	\$827	\$427
Professional consulting - legal/accounting/interpretation/etc.	19	37%	\$941	\$639	\$600	\$719	\$552
Allocated corporate office overhead	1	2%	\$4,198	\$4,198	\$4,198	\$4,198	\$4,198

<sup>1</sup>Weighted averages are weighted using reported revenues.

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis**  
**prepared for Oregon Department of Human Services**

**Annual Expenses Per Resident - ODDS Providers**

	Response Count	Percent of Total Responses	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers <sup>1</sup>	Weighted Avg. w/o Outliers <sup>1</sup>
<b>All Expenses</b>	<b>34</b>		<b>\$62,898</b>	<b>\$51,866</b>	<b>\$45,975</b>	<b>\$175,739</b>	<b>\$71,345</b>
<i>Expenses by Category</i>							
Employed staff costs	23	68%	\$45,384	\$37,244	\$22,867	\$139,520	\$44,293
Residential homes rent/mortgage/depreciation	31	91%	\$17,277	\$12,508	\$11,627	\$19,081	\$17,140
Residential homes repairs and modifications	31	91%	\$4,284	\$2,752	\$2,400	\$4,359	\$3,112
Residential homes janitorial/landscaping	24	71%	\$1,171	\$1,004	\$944	\$993	\$932
Residential homes utilities/telecommunications/etc.	33	97%	\$3,239	\$3,078	\$3,015	\$4,650	\$4,573
Non-program facilities rent/mortgage/depreciation	1	3%	\$384	\$384	\$384	\$384	\$384
Non-program facilities repairs and modifications	0	0%					
Non-program facilities maintenance/janitorial/landscaping	1	3%	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Non-program facilities utilities/telecommunications/etc.	1	3%	\$258	\$258	\$258	\$258	\$258
Agency owned/leased vehicle expenses	24	71%	\$4,719	\$4,028	\$3,184	\$4,135	\$3,964
Reimbursement for use of staff personal vehicles	6	18%	\$425	\$210	\$244	\$84	\$34
Other travel related expenses (e.g., out of state travel)	11	32%	\$1,169	\$799	\$750	\$623	\$400
Other taxes (excludes payroll taxes and personal income taxes)	12	35%	\$1,611	\$1,321	\$1,228	\$1,706	\$944
Interest expense (non-mortgage and non-vehicle)	3	9%	\$1,476	\$1,476	\$2,000	\$1,642	\$1,642
All general insurance (excludes vehicle insurance and staff benefits)	23	68%	\$1,368	\$953	\$751	\$944	\$882
Licensing/certification/accreditation fees	34	100%	\$101	\$86	\$73	\$81	\$73
Hiring expenses (e.g., advertising, background checks, placement fees, etc.)	10	29%	\$460	\$316	\$200	\$1,260	\$281
Organizational culture building and employee retention activities	6	18%	\$495	\$495	\$200	\$558	\$558
Training Expense (e.g., fees and materials; exclude staff costs)	20	59%	\$324	\$232	\$233	\$868	\$251
Office equipment and furniture	21	62%	\$1,567	\$489	\$250	\$7,577	\$527
Information technology expense (e.g., computers and software)	20	59%	\$435	\$370	\$286	\$248	\$207
Office supplies	30	88%	\$531	\$344	\$160	\$1,438	\$1,296
Advertising	4	12%	\$131	\$131	\$138	\$178	\$178
Dues and subscriptions	12	35%	\$271	\$187	\$160	\$289	\$163
Payroll processing costs	10	29%	\$1,919	\$1,153	\$1,100	\$1,070	\$836
Professional consulting - legal/accounting/interpretation/etc.	11	32%	\$633	\$633	\$420	\$710	\$710
Allocated corporate office overhead	0	0%					

<sup>1</sup>Weighted averages are weighted using reported revenues.

**Wage and Rate Study: Adult Foster Homes - Provider Survey Analysis**  
**prepared for Oregon Department of Human Services**

**Annual Expenses Per Resident - OHA Providers**

	Response Count	Percent of Total Responses	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers <sup>1</sup>	Weighted Avg. w/o Outliers <sup>1</sup>
<b>All Expenses</b>	<b>3</b>		<b>\$23,262</b>	<b>\$23,262</b>	<b>\$24,702</b>	<b>\$23,480</b>	<b>\$23,480</b>
<i>Expenses by Category</i>							
Employed staff costs	3	100%	\$11,034	\$11,034	\$12,000	\$10,873	\$10,873
Residential homes rent/mortgage/depreciation	3	100%	\$6,603	\$6,603	\$4,320	\$6,577	\$6,577
Residential homes repairs and modifications	3	100%	\$568	\$568	\$266	\$557	\$557
Residential homes janitorial/landscaping	3	100%	\$155	\$155	\$200	\$160	\$160
Residential homes utilities/telecommunications/etc.	3	100%	\$1,304	\$1,304	\$1,500	\$1,382	\$1,382
Non-program facilities rent/mortgage/depreciation	0	0%					
Non-program facilities repairs and modifications	1	33%	\$14	\$14	\$14	\$14	\$14
Non-program facilities maintenance/janitorial/landscaping	0	0%					
Non-program facilities utilities/telecommunications/etc.	1	33%	\$622	\$622	\$622	\$622	\$622
Agency owned/leased vehicle expenses	2	67%	\$1,306	\$1,306	\$1,306	\$1,417	\$1,417
Reimbursement for use of staff personal vehicles	0	0%					
Other travel related expenses (e.g., out of state travel)	1	33%	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Other taxes (excludes payroll taxes and personal income taxes)	0	0%					
Interest expense (non-mortgage and non-vehicle)	0	0%					
All general insurance (excludes vehicle insurance and staff benefits)	2	67%	\$335	\$335	\$335	\$351	\$351
Licensing/certification/accreditation fees	2	67%	\$85	\$85	\$85	\$88	\$88
Hiring expenses (e.g., advertising, background checks, placement fees, etc.)	1	33%	\$300	\$300	\$300	\$300	\$300
Organizational culture building and employee retention activities	1	33%	\$600	\$600	\$600	\$600	\$600
Training Expense (e.g., fees and materials; exclude staff costs)	1	33%	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Office equipment and furniture	2	67%	\$400	\$400	\$400	\$392	\$392
Information technology expense (e.g., computers and software)	1	33%	\$850	\$850	\$850	\$850	\$850
Office supplies	2	67%	\$230	\$230	\$230	\$232	\$232
Advertising	1	33%	\$100	\$100	\$100	\$100	\$100
Dues and subscriptions	1	33%	\$380	\$380	\$380	\$380	\$380
Payroll processing costs	1	33%	\$720	\$720	\$720	\$720	\$720
Professional consulting - legal/accounting/interpretation/etc.	1	33%	\$500	\$500	\$500	\$500	\$500
Allocated corporate office overhead	0	0%					

<sup>1</sup>Weighted averages are weighted using reported revenues.