

**Report to the
Wyoming Department of Health,
Division of Healthcare Financing**

**Comprehensive and Supports Waivers
SFY 2023 Provider Rate Study**

September 30, 2021

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SFY 2023 Comprehensive and Supports Waivers Rate Report

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1 Executive Summary

The Wyoming Department of Health, Division of Healthcare Financing (DHCF) contracted with Guidehouse to conduct a rate study for Wyoming's home- and community-based (HCBS) Medicaid 1915(c) waivers serving individuals with intellectual and developmental disabilities (I/DD) and acquired brain injuries (ABI) – the Comprehensive waiver and the Supports waiver. This rate study supports the requirement of *WY Stat § 42-4-120 (g)* that DHCF rebase its rates every two to four years. The objectives of the rate model included in this study are to:

- Recognize reasonable and necessary costs of providers
- Standardize rates
- Reflect participant needs
- Increase transparency
- Facilitate regular updates
- Provide fiscal stability for providers and the state

Guidehouse worked closely with DHCF and key stakeholders from April 2020 to August 2021 to conduct the rate study and develop proposed waiver program rates. Stakeholder involvement included two key workgroups:

- *Provider Rate Rebasing Team (Provider Team)* – Composed of small and large providers and case management agencies who reviewed the survey design and materials, gave input on rate component assumptions, and developed related recommendations for consideration by the Steering Committee.
- *Rate Rebasing Steering Committee (Steering Committee)* – Composed of key state agency staff, legislators, and participant and provider representatives who served in an advisory capacity to provide feedback on DHCF's rate methodology and proposed rates.

Guidehouse gathered cost and wage data from providers and other state and national data sources to develop an independent rate build-up methodology for each of the waiver services included in the rate study. The independent rate build-up methodology comprises direct care and indirect care components and the resulting rates were not modified to presume a predetermined budget impact.

As part of the rate study process, Guidehouse developed three rate models for DHCF's consideration. The estimated fiscal impact ranges from \$7.8M - \$21.1M if implementing agency rates only, or \$3.2M - \$16.4M if implementing agency and independent provider rates.

Wyoming Statute 42-4-120 (g) Requirements Include:

- Establish a cost based reimbursement system to pay HCBS waiver providers for persons with I/DD using data sources including:
 - Provider cost data
 - Provider claims data
 - Participant needs assessment data
 - Other regional and national data
- Calculate new reimbursement rates for providers at least once every four years but not more than once in any two-year period.
- Develop rates in consultation with I/DD providers, waiver participants and families, and a waiver payment system expert

Key Rate Components

- Direct care worker and supervisor wages
- Benefits
- Training, vacation, sick leave and other paid time off
- Productivity, representing non-face-to-face time required to deliver the service
- Administration costs
- Program support costs

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Highlights of the rate models are:

- The rate models include both a proposed rate for agency providers and a proposed rate for independent providers.
- The main variation among the three rate models is due to differences in staff wages, which serve as the baseline for the rate calculations.
 - The Original Model uses 75th percentile wages for Direct Care Workers, including Job Coaches / Vocational Trainers (based on historical feedback about low wages and high turnover rates for these staff types), and 50th percentile for all other staff types.
 - The 50th Percentile Model uses 50th percentile wages for all staff types to recognize fiscal realities.
 - The High-Need Model uses 50th percentile wages for most staff types and uses 75th percentile wages for high-need tiered rates to minimize decreased payments for high-need services and acknowledge that high-need participants require more experienced and knowledgeable staff.
- The rate models use service-specific program support factors based on provider cost data.
- Where possible, DHCF and Guidehouse relied upon assumptions made in the previous I/DD rate study given the time, effort, and decision-making that went into the previous rebase. Similarly, rate model components were checked for reasonableness via comparisons to the Community Choices Waiver (CCW) rate model, previous I/DD models, and state / national data where available.

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2 Introduction

The Wyoming Department of Health’s Division of Healthcare Financing (DHCF) administers a reimbursement system for providers of home- and community-based services (HCBS) under the Comprehensive and Supports waiver programs (“waiver programs”). These waiver programs serve individuals with intellectual and developmental disabilities (I/DD) and their families in the State of Wyoming, providing them with needed supports to live in their homes and communities. They also serve individuals with acquired brain injuries (ABI). These waiver programs are available statewide and serve eligible individuals from birth through adulthood.

Pursuant to *Wyoming Statute 42-4-120(g)*, the State must rebase provider service rates for the waiver programs every two to four years. The current rate methodology was implemented on July 1, 2018. If rate rebasing occurs, new rates will begin on July 1, 2022 (SFY 2023), or upon approval from the Centers for Medicare and Medicaid Services (CMS).

Guidehouse worked with DHCF to identify waiver services that would be included and excluded in the rate study, as summarized in Figure 1. The remainder of this report provides a detailed account of the rate study process, including stakeholder input, rate build-up methodology, and calculation of specific rate components.

Figure 1. Waiver Services Included in Rate Study

Inclusion in Rate Study	Service
Included in Rate Study	<ul style="list-style-type: none"> • Adult Day Services • Behavioral Support Services • Case Management • Child Habilitation Services • Cognitive Retraining • Companion Services • Community Living Services • Community Support Services • Crisis Intervention Support • Homemaker Services • Individual Habilitation Training • Personal Care Services • Respite • Skilled Nursing Services • Special Family Habilitation Home • Supported Employment Services • Transportation Services
Excluded – Follows Medicaid Fee Schedule	<ul style="list-style-type: none"> • Dietician Services • Occupational Therapy • Physical Therapy • Speech, Language, and Hearing Services
Excluded – No change in reimbursement	<ul style="list-style-type: none"> • Community Living Services – Participant-Directed • Environmental Modification • Specialized Equipment

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3 Methodology

Guidehouse relied on multiple data sources for the development of waiver program rates, including:

- Input from key stakeholders (Provider Team and Steering Committee)
- Provider cost and wage survey data
- Other national and state data

Stakeholder Involvement

To support the development of cost-based rates for the State’s waiver programs, Guidehouse and DHCF worked with waiver providers and other stakeholders in the rate development process. DHCF convened two workgroups to support the rate study: the Provider Team and the Steering Committee. Figure 2 provides details about the composition of each group and their respective roles.

Figure 2. Provider Team and Steering Committee Composition and Roles

Provider Team	Steering Committee
Composition: <ul style="list-style-type: none">• Small provider agencies• Large provider agencies• Case management agencies	Composition: <ul style="list-style-type: none">• Legislative representatives• WDH representatives, including Fiscal, Medicaid, the Director’s Unit for Policy, Research and Evaluation, and DHCF• Provider and participant advocates
Role: <ul style="list-style-type: none">• Review survey design and materials• Provide input on rate components including wages, benefits, administration, program support and staffing• Develop service-specific staffing and supervisor span of control ratios and productivity factors (non-face-to-face time required to deliver the service)• Provide recommendations to the Steering Committee regarding key rate components	Role: <ul style="list-style-type: none">• Review recommendations by the Provider Team regarding rate components, request additional information if needed, and make final decisions• Review and provide feedback on rate modeling analyses and estimated budget impacts

Guidehouse worked with DHCF and the Provider Team to identify service-specific staffing ratios, supervisor span of control and productivity assumptions (non-face-to-face time with client required for service delivery such as travel and record-keeping) consistent with service definitions and requirements. From April 2020 to August 2021, the Provider Team met eight times; the Steering Committee met six times.

Additionally, Guidehouse and DHCF held three focus groups in October-November 2020 to better understand specific services and/or provider types and therefore develop service-specific assumptions in the rate model. Focus groups included Behavioral Support Services providers; Case Managers; and independent providers.

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2020 I/DD Provider Cost and Wage Survey

Guidehouse conducted three provider surveys to assess the costs incurred by providers for the provision of waiver services in their most recently audited financial period (for most providers, this was fiscal year 2019). Surveys varied by provider type to reflect differences in reporting capabilities, as described in Figure 3. DHCF strongly encouraged but did not require survey completion.

Contrary to previous I/DD cost and wage survey processes, DHCF encouraged participation from independent providers to better understand costs that these providers incur in service delivery. For the purposes of this rate study, DHCF defined independent providers as “providers that do not designate wage rates, do not have a business tax identification number, or use their social security number as a business tax identification number.”

Figure 3. Overview of Provider Cost and Wage Surveys

Survey Type	Provider Type
Full Cost and Wage Survey (Full Survey)	“Large” provider agencies who received more than \$1 million in Medicaid payments for waiver services in SFY 2019
Short Cost and Survey (Short Survey)	“Small” provider agencies who received less than \$1 million in Medicaid payments for waiver services in SFY 2019 (including independent providers)
Case Manager Cost and Wage Survey (CM Survey)	Case management agencies and individual case managers who delivered case management services only

All survey types collected the key data points described in Figure 4 below.

Figure 4. Key Data Collected via Surveys

Worksheet	Description
Provider Information	General identifying information about the provider, including locations, service area, revenues and total staffing
Services	Services the organization delivers to Comprehensive and Supports waiver participants
Provider Costs	Total costs incurred during the reporting period, including employee salaries and wages, program support costs, general and administrative costs and employee-related costs <i>For the Short survey, this worksheet only asked for aggregate category costs rather than line-by-line detailed costs.</i>
Wages	Total direct care employee wages, paid time off and training hours, and unfilled positions, by employee type
Health Insurance Benefits	Health insurance benefit costs and details
Case Management Questions	Information about case managers’ time spent delivering case management services, if applicable

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Telehealth	Information about delivery of services via telehealth in relation to the COVID-19 public health emergency
Independent Provider Costs <i>(only included in the Short survey / only required for independent providers)</i>	Assesses the types of costs incurred by independent providers across three categories – administrative expenses, benefit expenses, and program support expenses

Survey Development and Administration

Guidehouse worked with DHCF and the Provider Team to review and update the draft provider surveys prior to release. DHCF emailed all waiver providers prior to survey release regarding the purpose of the rate study, survey release and due dates, and the survey training schedule. Upon survey release on July 15, 2020, DHCF emailed all providers the relevant survey and corresponding instructions along with reminders of the survey training schedule. Guidehouse also created a website that contained information about the survey, survey materials for downloading if needed (Microsoft Excel and .pdf versions), the training schedule and materials, and regularly updated frequently asked questions documents. DHCF allowed providers six weeks to complete the survey and provided an extension option if additional time was needed. After receiving the submitted surveys, Guidehouse contacted select providers via email to clarify any possible errors or incomplete responses.

Removal of Room and Board

States must confirm on all HCBS waiver applications to CMS that they have not included room and board costs in HCBS rates. Guidehouse furnished providers with clear instructions to exclude all room and board costs from their reporting, presenting definitions of room and board costs, explaining the reasons for their exclusion, and offering allocation methodologies for providers to use to remove these costs from their survey responses. Guidehouse took additional steps in the survey by adding attestations on these line items, requiring providers to affirm that their reported waiver costs did not include room and board costs.

Survey Response Rate

In total, DHCF received cost and wage surveys from 260 providers representing large agencies, small agencies, case management providers, and independent providers. These providers received 62 percent of all Medicaid waiver payments made in SFY 2019. The large agencies (providers receiving more than \$1 million in Medicaid waiver payments) that responded accounted for 75 percent of Medicaid waiver payments. Figure 5 on the following page provides the provider response rate by survey type.

Figure 5. Survey Response Rates¹

Survey Type	Based on Survey Submissions			Based on Waiver Participants			Based on Medicaid Waiver Payments		
	Submitted Surveys	Total Providers	Participation Rate	Number of Waiver Participants Served	Total Waiver Participants	Percent of Participants Represented	Provider Medicaid Waiver Payments	Total Medicaid Waiver Payments	Percent of Medicaid Waiver Payments Represented
Full Survey	18	25	72%	1052	1380	76%	\$49,650,116	\$66,377,896	75%
Short Survey	200	553	36%	1212	2972	41%	\$17,615,548	\$42,767,605	41%
CM Survey	42	78	54%	1225	1945	63%	\$3,830,037	\$5,580,502	69%
Total	260	656	40%	3489	6297	55%	\$71,095,702	\$114,726,003	62%

¹ This information is based on SFY2019 claims data from the Comprehensive and Supports waiver programs. Seven providers who submitted surveys did not have provider names that align with SFY2019 claims data. Submission statistics exclude providers of self directed services/financial management services. Total waiver participants category includes duplication since participants may be served by more than one provider group.

Additional Data Sources

Bureau of Labor Statistics Wyoming Data

Guidehouse used the United States Department of Labor's Bureau of Labor Statistics (BLS) data to identify the following:

- BLS wage rates for a range of occupations that were similar to the direct service workers and other staff at waiver provider agencies (25th, 50th, 75th and 90th percentiles)
- Retirement costs as a percent of salary and wages for private industry health care and social assistance "service" workers

Guidehouse inflated BLS wages to the midpoint of SFY 2023 using CMS Market Basket Data.

Medical Expenditure Panel Survey Data

Guidehouse used Wyoming-specific 2019 Medical Expenditure Panel Survey (MEPS) data gathered by the U.S. Department of Health and Human Services' Agency for Healthcare Research and Quality to support the calculation of the Employee Related Expenses (ERE) factor used in the rate study, specifically:

- Average employer portion of health insurance premiums (inflated to the midpoint of SFY 2023 using CMS Market Basket Data)
- Percent of full-time employees for private employers
- Percent of full-time employees enrolled in health insurance at establishments that offer health insurance ("take-up rate")

4 Rate Model Overview

For the past five years, Guidehouse has worked collaboratively with CMS to develop national trainings for states on developing waiver rate methodologies that comply with regulations within 1902(a)30(A) of the Social Security Act and 42 CFR 447.200-205 of the Code of Federal Regulations. This work with CMS has provided Guidehouse with a strong understanding of states' varying rate methodology approaches and insight into CMS' goals and objectives for states' rate strategies. Guidehouse is aware that CMS allows states discretion to choose the preferred rate methodology approach for each of its waiver services, assuming the state can adequately support its approach in its waiver application. Therefore, Guidehouse's recommendations for the current I/DD rate study are based on the existing approaches used in Wyoming, Guidehouse's technical assistance provided to CMS, and Guidehouse's experience conducting similar studies and analysis for other states.

Rate Build-Up Approach

Guidehouse used an independent rate build-up approach to develop payment rates for covered services. The independent rate build-up strategy is typically preferred by states when developing a fee schedule because the services are based on defined face-to-face interactions between participants and a direct care worker. The foundation of the independent rate build-up is direct care worker wages and benefits, which comprise the largest percentage of costs for these services. This approach:

- Uses a variety of data sources to establish rates for services that are:

"...consistent with efficiency, economy, and quality of care and are sufficient to enlist enough providers so that care and services are available under the plan at least to the extent that care and services are available to the general population in the geographic area."

-1902(a)30(A) of the Social Security Act

- Relies primarily on credible data sources and reported cost data (i.e., costs are not audited, nor are rates compared to costs after a reporting period and adjusted to reflect those costs).
- Makes additional adjustments to rates to reflect state-specific policy goals – for example, incenting specific kinds of services

Guidehouse calculated the values for different rate components and built rates from the bottom up for each of the waiver services included in the rate study. Guidehouse determined each cost component associated with the direct care provided for a service (for example, direct care worker wages and benefits), identified the corresponding payment amount(s) and then added on payment amounts reflecting administration and program support costs required to deliver the service. Figure 6 provides the direct and indirect care components that are used in the waiver services rate methodology.

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Figure 6. Direct and Indirect Care Cost Components

Direct Care Costs <i>Professional Delivering the Service and Corresponding Supervisor</i>	Indirect Care Costs
<ul style="list-style-type: none"> • Wages • Benefits, including federal and state payroll deductions, health insurance, and retirement • Training, vacation, sick leave and other paid time off • Productivity, representing non-face-to-face time required to deliver the service <p><i>Adjusted by service-specific staffing ratios and number of staff members per supervisor, as applicable</i></p>	<ul style="list-style-type: none"> • <i>Administration Factor</i> – Reflects the administrative costs associated with delivering services (for example, administrative employee salary and wages); is expressed as the ratio of administration expenses to program employee salaries, wages and benefits. • <i>Program support factor</i> – Reflects costs to support clinical services (for example, facility space and client activity supplies); is expressed as the ratio of program support expenses to program employee salaries, wages and benefits

Independent Provider Rates

In Wyoming, and for the purposes of this study, independent providers are defined as “providers that do not designate wage rates, do not have a business tax identification number, or use their social security number as a business tax identification number.” In contrast to provider agencies which have multiple employees, independent providers are only one employee.

DHCF used the rate study as an opportunity to better understand independent providers’ unique costs for service delivery by encouraging independent providers to participate in the provider cost and wage surveys. Certain survey components were simplified and streamlined for independent providers to acknowledge that these providers may not be able to provide as detailed cost information as larger providers.

Survey responses from 170 providers who self-identified as independent providers revealed reported differences in costs incurred by independent providers and agency providers. Rather than asking independent providers to supply detailed cost information, acknowledging that these providers may not be able to readily provide detailed cost information, the survey asked independent providers to simply answer “yes” or “no” to indicate whether they do or do not incur certain expenses.

Figure 7 below illustrates independent providers’ survey responses – which revealed that independent providers tended to have fewer administrative expenses, fewer or no benefits expenses, and around the same program support expenses as agency providers. Highlights indicate where the majority of respondents do incur these types of expenses.

Figure 7. Independent Providers’ Reported Costs

Administration			Benefits			Program Support		
Expense Type	Yes	No	Expense Type	Yes	No	Expense Type	Yes	No
Advertising	9%	91%	Health	24%	76%	Transportation - service related	73%	27%
Bank Service Charges / Fee / Interest	24%	76%	Vision	12%	88%	Rental and Property Expenses	60%	40%

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Administration			Benefits			Program Support		
Expense Type	Yes	No	Expense Type	Yes	No	Expense Type	Yes	No
Office Supplies and Services (e.g., office supplies / postage / shipping / printing)	83%	17%	Dental	14%	86%	Maintenance and Repairs	64%	36%
Information Technology Expenses	50%	50%	Life Insurance	22%	78%	Depreciation and Amortization Expenses	41%	59%
Dues, Memberships and Subscriptions	37%	63%	Short-Term and Long-Term Disability	4%	96%	Utilities	69%	31%
Fundraising Activities	4%	96%	Client Fringe Benefits	1%	99%			
Legal and professional services	38%	62%	Other Employee Insurance, excluding any categories listed above	0%	100%			
Training	67%	33%	Retirement	12%	88%			
Other Administrative Expenses (e.g., meeting expenses, etc.)	24%	76%	Other Benefits	1%	99%			

Based on the reported differences in costs, DHCF received the Steering Committee’s support to explore potential differentiation of rates between independent and agency providers. To support this effort, Guidehouse also reviewed two states, Ohio and Nebraska, which both have differentiated (and typically lower) rates for independent providers to “reflect differences in administrative overhead, supervisory-related expenses, and non-billable work time”² or “to compensate for differences compared to agency providers.”³

Guidehouse and DHCF calculated independent provider rates as follows. These steps resulted in the rate model having both a proposed agency rate and a proposed independent rate for all I/DD services.

Step 1:

- DHCF was initially interested in focusing the independent rate differentiation on four services, based on these services having high volumes of independent providers: Case management; Companion; Personal care; Respite. Guidehouse calculated an independent rate for these services by modifying three key rate components:
 - ERE / Benefits factor: The benefits factor was updated to cover only the legally-required benefits subject to sole proprietors (e.g., FICA and Workers Compensation, which is optional). Additionally, insurance costs were weighted based on the percent of independent providers who reported incurring those

² Ohio Individual Options OH.0231.R05.01. Available at: <https://www.medicaid.gov/medicaid/section-1115-demo/demonstration-and-waiver-list/82836>

³ Nebraska DD Day Services Waiver for Adults NE.0394.R03.02. Available at: <https://www.medicaid.gov/medicaid/section-1115-demo/demonstration-and-waiver-list/82466>

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costs. For example, 24% of independent provider survey respondents indicated incurring health insurance costs. Therefore, the health insurance premium was weighted by 24%.

- Administration factor: Rather than including all administrative costs from the full survey at 100%, the administration factor used weights from independent provider survey responses. For example, 67% of independent providers reported having "Training" costs - therefore, training costs were weighted by 67% for the administration calculation. All administration categories received a weighting based on the survey responses.
- Direct Care Supervision Costs: Supervision costs were removed for independent providers since independent providers do not have supervisors.
- Based on these adjustments, the resulting independent rates were ~28% lower than the accompanying agency rates (based on the median percent change). Across the four services, the percent change ranged from ~20% to 35%.

Step 2:

- The Steering Committee recommended that DHCF explore independent rates for *all* services rather than only a subset of services. To accommodate this recommendation, DHCF requested that the median percent change (~28%) be applied to *all services*, including those that had initially been modeled individually.
- There are some caveats of this approach to consider. For example, the impact of reduced ERE, administration factor, and removed supervision costs vary significantly by service. Additionally, the median percent change incorporates four services, three of which have similar service delivery, and may not be as applicable for services which have a drastically different delivery model.

Development of Multiple Rate Models

Guidehouse developed an "Original Model" which the Provider Team and Steering Committee reviewed and contributed to throughout the duration of the rate study and is most reflective of the task of truly rebasing rates based on how costs have changed over time.

After analyzing the fiscal impact of the "Original Model," and in recognition of fiscal realities, Guidehouse and DHCF also developed two additional rate model alternatives in the event that the Original Model may not be feasible for implementation. Figure 8 below describes all three models.

Figure 8. Summary of All Rate Models

	Original Model	50 th Percentile Model	High-Need Model
Rationale for Development	Original model reviewed and contributed to throughout the duration of the rate study.	Developed in response to the original model's fiscal impact results.	To minimize decreased payments for high-need services and acknowledge that high-need participants require more experienced and knowledgeable staff.

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	Original Model	50 th Percentile Model	High-Need Model
Key Model Differences (Staff Wages)	The Original Model uses 75th percentile wages for Direct Care Workers (including Job Coaches / Vocational Trainers), and 50th percentile for all other staff types.	The 50 th Percentile Model uses 50th percentile wages for all staff types.	The High-Need Model uses 50th percentile wages for most staff types and uses 75 th percentile wages for high-need tiered rates.

Appendix D, E, F provide the waiver service rates and factors used to calculate rates for each model. Appendix G provides the proposed rates across all three models.

Additional Considerations

The SFY 2019 I/DD rate study resulted in various observations to be considered in future rate studies. Where possible, Guidehouse and DHCF took these observations into consideration. For instance:

- The SFY 2019 rate study was conducted under a condensed timeframe and Guidehouse recommended extending the rate study time frame for future rate studies. The current SFY 2023 rate study was conducted over 18 months (February 2020 to August 2021) to allow for more robust data collection, analysis, and discussion.
- During the SFY 2019 rate study, Steering Committee members discussed how providers have unique costs based on the size of each organization and recommended that future rate studies could assess the potential for a tiered rate structure that would reflect economies of scale by provider size. Guidehouse researched economies of scale, defined as “increased efficiencies and cost savings based on the size of the organization.” Guidehouse analyzed claims and cost survey data and did not find data to clearly support existence of economies of scale for Wyoming’s I/DD provider community.

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5 Rate Components

The independent rate model build-up approach incorporates assumptions about types of employees, wage rates, benefit costs, program support and administration costs, supervisor span of control, staffing patterns, and direct care worker productivity factors. Some of these components vary between services (e.g., staffing patterns) while others are the same across the services (e.g., FTE factor). Figure 9 provides a summary of the components used for rate modeling.

Figure 9. Primary Rate Model Components

Factor Type	Name	Description
Direct Cost Allocation Factors	Staff wages	Hourly wages for program (direct care) employees and corresponding supervisors
	Program employee full-time equivalent (FTE) factor	Costs associated with payroll hours to cover program employee vacation, holiday and sick days and training time
	Average staffing patterns	Average number of clients receiving services from one staff person
	Supervisor span of control	Number of direct care workers overseen by one supervisor
	Productivity adjustments	Non-face-to-face time that program staff must spend to deliver the service (for example, travel time and recordkeeping)
	Employee Related Expenses (ERE or Benefits Factor)	Federal and state payroll deductions and health, dental, vision, life and disability benefits
Non-Direct Cost Allocation Factors	Administration factor	Ratio of administration expenses to program employee salaries, wages and benefits
	Program support factor	Ratio of program support expenses to program employee salaries, wages and benefits

Staff Wages

Hourly wages for program employees (e.g., direct care service workers, supervisors, and case managers) serve as the baseline for the proposed waiver payment rates.

The Original rate model incorporates BLS data for all staff types, inflated to the midpoint of SFY 2023. Provider Team members reviewed and confirmed the aligned BLS occupational types that were similar to the direct service workers and other I/DD provider types.

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The Original model uses median wage for all staff types except Direct Care Workers (including Job Coaches and Vocational Trainers), which instead use the 75th percentile, based on previous feedback regarding low wages and high turnover rates for these staff types. Providers continued to express concerns about downward pressure on wages and benefit levels, and that wage and benefit offerings are not competitive, making it difficult to attract and retain program employees.

Figure 10 lists the hourly wages, applicable services, and BLS occupational alignments included in the rate models.

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Figure 10. Hourly Staff Wages

Staff Type	Inflated Hourly Wage			Applicable Services	BLS Occupation Alignment
	Original Model	50 th Percentile Model	High-Need Model		
Direct Care Workers (including Job Coaches and Vocational Trainers)	\$16.52 (BLS 75 th percentile)	\$14.35 (BLS 50 th percentile)	\$14.35 or \$16.52 depending on the service tier	<ul style="list-style-type: none"> • Adult Day Services • Child Habilitation Services • Community Support Services • Individual Habilitation Training • Community Living Services • Special Family Habilitation Home • Companion Services • Personal Care Services • Respite • Supported Employment Services • Transportation Services 	31-1120 Home Health and Personal Care Aides
Direct Care Workers – Homemaker Only	\$12.63 (BLS 50 th percentile)			<ul style="list-style-type: none"> • Homemaker Services 	37-2012 Maids and Housekeeping Cleaners
Rehabilitation Counselors	\$28.44 (BLS 50 th percentile)			<ul style="list-style-type: none"> • Cognitive Retraining 	21-1015 Rehabilitation Counselor
Shift and Unit Supervisors	\$19.41 (BLS 50 th percentile)			<ul style="list-style-type: none"> • Adult Day Services • Community Support Services • Community Living Services • Companion Services • Homemaker Services • Personal Care Services • Respite • Transportation Services • Crisis Intervention Support 	39-1022 First-Line Supervisors of Personal Service Workers

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Staff Type	Inflated Hourly Wage			Applicable Services	BLS Occupation Alignment
	Original Model	50 th Percentile Model	High-Need Model		
				<ul style="list-style-type: none"> Supported Employment Services 	
Case Managers	\$27.89 (BLS 50 th percentile)			<ul style="list-style-type: none"> Case Management 	Blended wage rate: 50% Healthcare Social Workers (21-1022); 50% Child, Family, and School Social Workers (21-1021)
Case Manager Supervisors	\$35.55 (BLS 50 th percentile)				Blended wage rate: 80% Social and Community Service Managers (11-9151); 20% Medical and Health Services Managers (11-9111)
Registered Behavior Technician (RBT)	\$18.11 (BLS 50 th percentile)			<ul style="list-style-type: none"> Behavioral Support Services 	29-2053 Psychiatric Technicians
Board Certified Behavior Analyst (BCBA)	\$38.03 (BLS 50 th percentile)				19-3031 Clinical, Counseling, and School Psychologists
Board Certified Assistant Behavior Analyst (BCaBA)	\$23.65 (BLS 50 th percentile)				21-1019 Counselors, All Other

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Employee Related Expenses / Benefits Factor

The Employee Related Expenses (ERE) / Benefits factor is used to reflect the cost of program employee benefits, specifically:

- Federally required benefits such as FICA, FUTA and SUTA along with insurance costs for state workers compensation
- Health, dental, vision, and life insurance
- Retirement benefits
- Long- and short-term disability benefits

Based on provider cost and wage survey responses, only 16% of survey respondents indicated they offer health care coverage, although this varied widely by provider type – with 44% of Full survey respondents offering health care coverage, 13% of Short survey respondents, and 10% of CM survey respondents. Additionally, of the providers who offer health care coverage, the take up rate was ~52% of eligible employees (based on Full survey responses).

Provider Team members described that health insurance is essential for attracting and retaining employees. Providers who offer health insurance feel that it is necessary to remain competitive with other employment options. However, most providers are not able to offer health insurance due to high costs. For providers offering health insurance, employers’ cost percentages vary (e.g., employer pays 75-85% of health insurance costs). Providers mentioned that some large providers discontinued health insurance offerings and elect to pay IRS penalties instead.

DHCF considered several options for the benefits factor, illustrated in Figures 11 and 12 below, with DHCF’s decision highlighted. For agency-based rates, DHCF decided to use the same approach adopted in the previous I/DD rate study – For health insurance, this included a “plug in” premium amount for all employees, adjusted for percentage of full-time workers (72%) and anticipated percent of fulltime employees that would sign up for health insurance coverage if offered (67%), based on WY MEPS data. For independent provider rates, DHCF elected to cover only the legally-required benefits subject to sole proprietors and weight the insurance costs.

Appendix A provides additional information on the ERE factor used in the rate study.

Figure 11. ERE Options – Agency Providers

1	Use Previous Approach	For health insurance, this included a “plug in” premium amount for all employees, adjusted for percentage of full-time workers (72%) and anticipated percent of fulltime employees that would sign up for health insurance coverage if offered (67%), based on WY MEPS data.
2	Use Previous Approach with Scaled-Back Healthcare Costs	Scale back the results to account for the fact that a limited number of providers offer benefits. For example, adjusting healthcare costs by percent of providers offering coverage (16%) and take-up rate (52%), based on survey responses.
3	Use Survey Data	Survey data represents averages and includes providers who do and do not offer health care

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Figure 12. ERE Options – Independent Providers

1	Use Previous Approach, with Scaled Back Healthcare Costs	Scales back the results to account for the fact that a limited number of providers offer benefits. For example, adjusting healthcare costs by percent of providers offering coverage (16%) and take up rate (52%), based on survey responses.
2	Cover only the legally-required benefits	For example, Nebraska only covers FICA for independent providers.
3	Cover only the legally-required benefits subject to sole proprietors and weight the insurance costs	Independent / sole proprietors do not pay FUTA / SUTA, whereas FICA is required and Workers Compensation is optional. Additionally, for the insurance costs, this approach weights each cost based on the percent of independent providers who reported incurring those costs. For example, 24% of independent provider survey respondents indicated incurring health insurance costs. Therefore, the health insurance premium was weighted by 24%.

Program Employee Full-Time Equivalent Factor

The Full Time Equivalent (FTE) factor represents costs associated with payroll hours required to cover for staff when they are not available to provide direct services, for example, during vacation days, sick time or training. Guidehouse included approximately 22 days per year for the FTE factor based on the average number of paid time off and paid training hours per employee reported in the provider cost and wage surveys. Figure 13 provides a breakdown of the paid time off and training assumptions used in the rate study.

Figure 13. FTE Factor Calculations

FTE Factor	Median Number Per Year (Full Survey Data)
A. Holiday, Sick, Vacation Days	10.00
B. Training Days	5.44
C. Total Paid Time Off and Training Days	15.44
D. Total Paid Time Off and Training Hours	124
FTE Factor: $(1 + D/2,080)$	1.06

Average Staffing Pattern

Waiver program staffing patterns vary by service, level of need, and time of day and are expressed using two ratios:

- **Staffing ratios**
 - Account for the number of participants per staff person. For example, a 1:9 ratio means a service requires one staff person for every nine recipients. Residential

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habilitation services are assigned a daytime and nighttime staffing ratio; none of the other waiver program services require a nighttime staffing ratio.

- In certain cases, staffing ratios for services change based on the level of need of the participant receiving services. For instance, adult day services can be provided at three levels of intensity (basic, intermediate and high) and the staffing ratios vary accordingly (for example, 1:5 for basic, 1:3 for intermediate and 1:2 for high).
- **Supervisor span of control** – Indicates the number of direct care service staff to a supervisor, taking into account that supervisor qualifications may vary by service.

The rate model includes staffing pattern assumptions based on input from the I/DD Provider Team and discussions with DHCF.

Appendix B provides a detailed breakdown of the average staffing patterns for direct care service staff and supervisors used to calculate payment rates for each service.

Productivity Adjustment

Program employees must perform certain activities that are necessary to deliver a service aside from client service provision. This non-face-to-face time is not billable and includes:

- Participating in individual support planning meetings
- Travel time to/from and between participant residences
- Recordkeeping and documentation
- Employer time (e.g., staff meetings)
- Program coordination and development

The rate model includes service-specific productivity factors to account for this non-face-to-face time. Guidehouse worked with DHCF and the Provider Team to identify the assumptions for the calculation of productivity factors based on:

- Productivity factors used in the SFY 2019 rate study
- Provider experience, including feedback from focus groups
- Service requirements

Example Productivity Factor Calculation for Adult Day Services

- During an average 40-hour work week, a direct care worker will spend 3.5 hours on non-billable activities
- The worker will have 36.5 hours remaining to provide direct services to recipients
- Productivity factor of 1.10 calculated as:
 $(40/36.5) = 1.10$

The productivity adjustment is calculated by dividing the total hours in a week by the billable hours and then applied to the wage for the program employee level that corresponds to the service being provided.

Appendix C provides the productivity factors used for each service in the rate study.

Administration Factor

The administration factor reflects the costs associated with operating a provider agency, such as costs for administrative employees' salaries and wages along with non-payroll administration

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expenses, such as licenses, property taxes, liability and other insurance. Guidehouse used provider cost data collected in the full and case manager surveys to calculate four administration factors: a case management factor, a non-case management factor, a case management factor for independent providers, and a non-case management factor for independent providers. Guidehouse calculated each factor as follows:

- *Step 1:* Calculate a provider-specific administration factor percent by dividing provider-specific total administration expenses by total program employee costs
- *Step 2:* Exclude outliers (i.e., provider administration factors exceeding forty percent of program salaries and wages)
- *Step 3:* Identify the median administration cost factor for all included providers
- *Note:* For the independent provider administration factors, admin expenses were weighted based on independent provider survey responses. For example, 67% of independent providers reported having "Training" costs - therefore, Training costs were weighted by 67% for the admin calculation. All admin categories were weighted based on the survey responses.

Figure 14 provides the administration factors used in the rate study for the Original Model. Note that administration factors varied slightly between models due to the inter-dependent nature of the rate model calculations.

Figure 14. Service-Specific Administration Factors – Original Model

Services	Administration Factors
Case management	9.48% of program employee salary and wages
Case management – Independent providers	5.54% of program employee salary and wages
All other services	21.87% of program employee salary and wages
All other services – Independent providers	17.45% of program employee salary and wages
Community Living Services – Host Home; Special Family Habilitation Home	0% of program employee salary and wages

Program Support Factor

The program support factor reflects the costs that support direct care services, for example, non-payroll program support costs, non-payroll facility, vehicle and equipment expenses and total maintenance costs, and program supplies.

Some states use one common program support factor across all services while other states vary the program support factor by service. Guidehouse used service-specific program support factors in the rate model in alignment with the previous I/DD rate study.

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Calculating service-specific program support factors includes the following steps:

- *Step 1:* Calculate provider-specific program support factors by dividing provider-specific total program support costs by total program employee costs
- *Step 2:* Exclude provider program support factors exceeding forty percent of reported program salaries and wages.
- *Step 3:* Identify the median program support percentage factor for all providers
- *Step 4:* For non-case management services, develop three additional program support factors that (1) exclude vehicle costs, (2) exclude facility costs, and (3) exclude both vehicle and facility costs.
- *Step 5:* For non-case management services, determine which services do not include vehicle costs, facility costs or both and apply the appropriate program support factor calculated in Step 4.
- *Step 6:* Limit the program support factor percentage for Community Living Services Level 5 and Level 6 so that total program support costs do not exceed Community Living Services Level 4 program support costs. This limitation is intended to calculate appropriate service payments by establishing a maximum amount of program support that a provider is able to receive for Community Living Services.

Figure 15 contains the program support factors used for each service in the Original Model. Note that program support factors varied slightly between models due to the inter-dependent nature of the rate model calculations.

Figure 15. Program Support Factors – Original Model

Program Support Factor Variation	Percentage of Program Employee Salary And Wages	Applicable Services
All Costs – Full Survey	17.52%	Day habilitation (adult day services, behavioral support services, child habilitation services, community support services, individual habilitation training)
All Costs – CM Survey	11.76%	Case management
Excluding Vehicle Costs	16.29%	Cognitive retraining
Excluding Facility Costs	8.06%	Community living services (Basic, Levels 3-4, Host Home), Special Family Habilitation Home; Companion; Respite; Supported Employment
Excluding Vehicle and Facility Costs	5.76%	Homemaker, Personal Care Services, Crisis Intervention Support
Capped Costs	\$12.06 daily cap	Community Living Services (Level 5-6)
No Program Support Costs	0.0%	Transportation Services

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Key Model Assumptions

In addition to the standard rate components described above, the rate model includes several service-specific assumptions:

- **Community Living Services – Host Home and Special Family Habilitation Home (SFHH):** These services initially resulted in different rates due to varying productivity factors. However, upon discussion with DHCF, these services were updated to align exactly since they are the same service, simply for different age groups.

Additionally, DHCF requested that Guidehouse analyze whether the new rates were sufficient to cover overtime costs for these services. Guidehouse conducted an analysis based on the following assumptions: The analysis assumed these staff would be compensated at the BLS direct care worker median wage, inflated to SFY2023. The rate model assumes staff work 10.89 direct care hours per day for both of these services, resulting in 2.89 hours of overtime daily. Assuming that overtime would be paid at time and a half, an employee would need to earn \$177 daily to cover both regular hours and overtime hours. The rates for both Host Home and SFHH were slightly below the \$177 threshold for the “50th Percentile” model (rates were \$176.97) and the “High-Need” model (rates were 176.96); per DHCF’s direction, Guidehouse applied a small upward adjustment to \$177 to ensure the rates are sufficient to cover overtime costs.

- **Skilled Nursing Services:** Rather than calculate unique rates for skilled nursing services, DHCF chose to align rates with the CCW rate model, which breaks down skilled nursing services into two rates – one for Registered Nurses (RNs) and a lower rate for Licensed Practical Nurses (LPNs). Therefore, the I/DD rate models do not include cost component inputs for this service as the rates align directly with CCW rates.

6 Fiscal Impact Analysis

Guidehouse developed an estimated budget impact of the newly calculated rates based on SFY 2019 waiver claims data. The fiscal impact estimates are calculated as follows:

- For services included in the rate study:
 - To understand the **baseline waiver payments**, SFY 2019 claim units are multiplied by the rates currently in place in SFY 2021, based on the I/DD Service Index effective 2/1/2021.
 - To estimate the **future waiver payments based on the proposed rates**, SFY 2019 claim units are multiplied by the proposed rates (assumes that future service utilization would be similar to SFY 2019 service utilization).
 - The difference between estimated future payments and current baseline payments represents the estimated budget impact.
- For services excluded from the rate study: Because the payment rates remain the same, there is no change between the future estimated waiver payments and the baseline waiver payments (i.e., these services have no budget impact).

As described previously, Guidehouse initially developed an estimated budget impact using the “Original Model” which the Provider Team and Steering Committee reviewed and contributed to throughout the duration of the rate study and is most reflective of the task of truly rebasing rates based on how costs have changed over time.

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As previously discussed in Section 4 on the development of multiple rate models, Guidehouse and DHCF explored two additional rate model alternatives in the event that the Original Model proved infeasible to implement. Figure 16 below recalls the rationale and key characteristics of each of the three models; Figure 17 illustrates the resulting fiscal impact estimates. Refer to Appendix H for the full fiscal impact analysis by service, across all three models.

Figure 16. Summary of All Rate Models

	Original Model	50 th Percentile Model	High-Need Model
Rationale for Development	Original model reviewed and contributed to throughout the duration of the rate study.	Developed in response to the original model's fiscal impact results.	To minimize decreased payments for high-need services and acknowledge that high-need participants require more experienced and knowledgeable staff.
Key Model Differences (Staff Wages)	The Original Model uses 75 th percentile wages for Direct Care Workers (including Job Coaches / Vocational Trainers), and 50 th percentile for all other staff types.	The 50 th Percentile Model uses 50 th percentile wages for all staff types.	The High-Need Model uses 50 th percentile wages for most staff types and uses 75 th percentile wages for high-need tiered rates.

Figure 17. Fiscal Impact Estimates Across Models

	Original Model		50 th Percentile Model		High-Need Model	
	<i>Agency Only</i>	<i>Agency + Independent</i>	<i>Agency Only</i>	<i>Agency + Independent</i>	<i>Agency Only</i>	<i>Agency + Independent</i>
Current Payments	\$117,984,666					
Estimated Payments	\$139,056,981	\$134,357,632	\$125,743,426	\$121,192,506	\$130,664,524	\$125,873,347
Estimated Budget Impact	\$21,072,315	\$16,372,966	\$7,758,760	\$3,207,841	\$12,679,858	\$7,888,682
Percent Change	17.9%	13.9%	6.6%	2.7%	10.7%	6.7%

7 Acknowledgments

Guidehouse and DHCF want to acknowledge the work of the Provider Team, Steering Committee, and Wyoming waiver service providers throughout this rate study. Providers' participation in the cost and wage survey, focus groups, and Provider Team allowed for an enhanced understanding of provider service delivery and costs. The Provider Team and Steering Committee members provided critical guidance and decisions regarding key rate components and spent significant time in lengthy meetings throughout the project. Guidehouse and DHCF are appreciative of the level of effort and time dedicated by all parties.

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 Appendix A: Employee-Related Expenses (ERE) Factors - Original Model

Rate Component	ERE Factor Assumptions																			
	Direct Care Workers - Homemaker Only		Direct Care Workers		Job Coaches and Vocational Trainers		Registered Behavior Technician (RBT)		Shift and Unit Supervisors		Board Certified Assistant Behavior Analyst (BCaBA)		Case Managers		Rehabilitation Counselors		Case Manager Supervisors		Board Certified Behavior Analyst (BCBA)	
	Wage	Percent	Wage	Percent	Wage	Percent	Wage	Percent	Wage	Percent	Wage	Percent	Wage	Percent	Wage	Percent	Wage	Percent	Wage	Percent
Hourly Wage Rate	\$ 12.63		\$ 16.52		\$ 16.52		\$ 18.11		\$ 19.41		\$ 23.65		\$ 27.89		\$ 28.44		\$ 35.55		\$ 38.03	
Annual Wage (hourly rate multiplied by 2,080 hours)	\$ 26,272		\$ 34,365		\$ 34,365		\$ 37,675		\$ 40,381		\$ 49,189		\$ 58,010		\$ 59,161		\$ 73,954		\$ 79,105	
Legally-Required Benefits																				
FICA ¹	\$ 2,010	7.65%	\$ 2,629	7.65%	\$ 2,629	7.65%	\$ 2,882	7.65%	\$ 3,089	7.65%	\$ 3,763	7.65%	\$ 4,438	7.65%	\$ 4,526	7.65%	\$ 5,657	7.65%	\$ 6,052	7.65%
FUTA ²	\$ 110	0.42%	\$ 110	0.32%	\$ 110	0.32%	\$ 110	0.29%	\$ 110	0.27%	\$ 110	0.22%	\$ 110	0.19%	\$ 110	0.19%	\$ 110	0.15%	\$ 110	0.14%
SUTA ³	\$ 310	1.18%	\$ 310	0.90%	\$ 310	0.90%	\$ 310	0.82%	\$ 310	0.77%	\$ 310	0.63%	\$ 310	0.53%	\$ 310	0.52%	\$ 310	0.42%	\$ 310	0.39%
Workers Compensation ⁴	\$ 933	3.55%	\$ 1,221	3.55%	\$ 1,221	3.55%	\$ 1,338	3.55%	\$ 1,434	3.55%	\$ 1,747	3.55%	\$ 2,060	3.55%	\$ 2,101	3.55%	\$ 2,627	3.55%	\$ 2,810	3.55%
Total Legally-Required Benefits	\$ 3,363	12.80%	\$ 4,270	12.42%	\$ 4,270	12.42%	\$ 4,640	12.32%	\$ 4,943	12.24%	\$ 5,930	12.06%	\$ 6,918	11.93%	\$ 7,047	11.91%	\$ 8,704	11.77%	\$ 9,281	11.73%
Insurance Costs for Full Time Employees Choosing																				
Health insurance ^{5,6,7}	\$ 3,074	11.70%	\$ 3,074	8.94%	\$ 3,074	8.94%	\$ 3,074	8.16%	\$ 3,074	7.61%	\$ 3,074	6.25%	\$ 3,074	5.30%	\$ 3,074	5.20%	\$ 3,074	4.16%	\$ 3,074	3.89%
Retirement benefit ⁸	\$ 670	2.55%	\$ 877	2.55%	\$ 877	2.55%	\$ 961	2.55%	\$ 1,030	2.55%	\$ 1,255	2.55%	\$ 1,480	2.55%	\$ 1,509	2.55%	\$ 1,886	2.55%	\$ 2,018	2.55%
Dental, vision, life and disability ⁹	\$ 45	0.17%	\$ 58	0.17%	\$ 58	0.17%	\$ 64	0.17%	\$ 69	0.17%	\$ 84	0.17%	\$ 99	0.17%	\$ 101	0.17%	\$ 126	0.17%	\$ 134	0.17%
Total ERE per Employee	\$ 7,151	27.22%	\$ 8,278	24.09%	\$ 8,278	24.09%	\$ 8,739	23.20%	\$ 9,116	22.57%	\$ 10,342	21.02%	\$ 11,570	19.94%	\$ 11,730	19.83%	\$ 13,790	18.65%	\$ 14,507	18.34%

ERE for Independent Providers:

Covers only the legally-required benefits subject to sole proprietors and weights the insurance costs. Independent / sole proprietors do not pay FUTA / SUTA, whereas FICA is required and Workers Compensation is optional. Additionally, for the insurance costs, this approach weights each cost based on the percent of independent providers who reported incurring those costs. For example, 24% of independent provider survey respondents indicated incurring health insurance costs. Therefore, the health insurance premium was weighted by 24%.

Rate Component	Direct Care Workers		Case Managers	
	Wage	Percent	Wage	Percent
Hourly Wage Rate	\$ 16.52		\$ 27.89	
Annual Wage (hourly rate multiplied by 2,080 hours)	\$ 34,365		\$ 58,010	
Legally-Required Benefits				
FICA ¹	\$ 2,629	7.65%	\$ 4,438	7.65%
FUTA ²				
SUTA ³				
Workers Compensation ⁴	\$ 1,221	3.55%	\$ 2,060	3.55%
Total Legally-Required Benefits	\$ 3,850	11.20%	\$ 6,498	11.20%
Insurance Costs for Full Time Employees Choosing				
Health insurance ⁵	\$ 1,540	4.48%	\$ 1,540	2.66%
Retirement benefit ⁶	\$ 109	0.32%	\$ 184	0.32%
Dental, vision, life and disability ⁷	\$ 8	0.02%	\$ 13	0.02%
Total ERE per Employee	\$ 5,506	16.02%	\$ 8,235	14.20%

*Highlights indicate whether the wage or percent remains constant across wages

Notes: Totals may vary due to rounding. The ERE factors used in the rate model vary by wage rate as the ERE factor represents the cost of employee benefits at different wage levels. An increase in employee wages will cause a decrease in the total expenses per employee as benefits, taxes and insurance will represent a smaller portion of an employee's total wages.

1. Guidehouse used the FICA percentage from the IRS Topic No. 751 Social Security and Medicare Withholding Rates; <https://www.irs.gov/taxtopics/tc751>
2. Guidehouse used the FUTA percentage from the IRS Topic No. 759 Form 940 – Employer's Annual Federal Unemployment (FUTA) Tax Return – Filing and Deposit Requirements; <https://www.irs.gov/taxtopics/tc759>
3. Guidehouse used the SUTA percentage from the Wyoming Unemployment Insurance Average Rate by NAICS Grouping for CY 2019; http://www.wyomingworkforce.org/_docs/ui/taxrates/2019.pdf
4. The workers compensation percentage of salaries and wages included in the ERE factor is calculated using a weighted average of BLS information on workers compensation rates for Community Care Facilities for Elderly (623300), Other Residential Care Facilities (623900) and Social Assistance (624000) weighted by the number of providers in each reported class that reported data.
5. Health insurance costs used in the ERE percentage use Wyoming 2019 MEPS data:
Wyoming 2019 MEPS Table II.B.3 total divided by Table II.B.1 total; https://meps.ahrq.gov/mepsweb/data_stats/summ_tables/insr/excel/2019/Wyoming2019.xls
Wyoming 2019 MEPS Table II.B.3.b.(2) Percent of full-time employees that are enrolled in health insurance at establishments that offer health insurance;
https://meps.ahrq.gov/mepsweb/data_stats/summ_tables/insr/excel/2019/Wyoming2019.xls
Wyoming 2019 MEPS Table II.C.1 minus Table II.C.2; https://meps.ahrq.gov/mepsweb/data_stats/summ_tables/insr/excel/2019/Wyoming2019.xls
6. Guidehouse calculated retirement benefit costs using BLS data reported on retirement costs as a percent of salary and wages for private industry health care and social assistance "service" workers. This percentage is calculated by dividing the total cost per hour in retirement and savings by total cost per hour for salary and wages for the "service" worker category. Available online: BLS Employer Costs for Employee Compensation - Historical Listing, Table 27; <https://www.bls.gov/web/ecec/ececqrtn.pdf>
7. Dental, vision, life and disability insurance costs calculated as a percent of salaries and wages from providers submitting sufficient full cost survey data.

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 Appendix B: Staffing Patterns

Service	Unit	Staff Type Used to Identify the Wage Amount in the Rate Model	Supervisor Type Used to Identify the Wage Amount in the Rate Model	Average Staffing Patterns		
				Primetime (Clients are Awake)	Client is Asleep	Direct Supervision Span of Control
Habilitation Services						
Adult Day Services (Basic)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:5	N/A	1:9
Adult Day Services (Intermediate)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:3	N/A	1:9
Adult Day Services (High)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:2	N/A	1:9
Adult Day Services (Basic)	Daily	Direct Care Worker	Shift and Unit Supervisor	1:5	N/A	1:9
Adult Day Services (Intermediate)	Daily	Direct Care Worker	Shift and Unit Supervisor	1:3	N/A	1:9
Adult Day Services (High)	Daily	Direct Care Worker	Shift and Unit Supervisor	1:2	N/A	1:9
Behavioral Support Services - BCBA Level	15 Minute	Board Certified Behavior Analyst (BCBA)	N/A	1:1	N/A	N/A
Behavioral Support Services - BCaBA Level	15 Minute	Board Certified Assistant Behavior Analyst	N/A	1:1	N/A	N/A
Behavioral Support Services - RBT Level	15 Minute	Registered Behavior Technician (RBT)	Board Certified Behavior Analyst	1:1	N/A	1:10
Child Habilitation Services (Ages 0-12)	15 Minute	Direct Care Worker	N/A	1:2	N/A	N/A
Child Habilitation Services (Ages 13-17)	15 Minute	Direct Care Worker	N/A	1:2	N/A	N/A
Community Living Services (Basic Individual)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:1	N/A	1:9
Community Living Services (Basic - Group of 2)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:2	N/A	1:9
Community Living Services (Basic - Group of 3 or more)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:3	N/A	1:9
Community Living Services (Basic)	Daily	Direct Care Worker	Shift and Unit Supervisor	1:4	1:8	1:9
Community Living Services - Level 3	Daily	Direct Care Worker	Shift and Unit Supervisor	1:4	1:6	1:9
Community Living Services - Level 4	Daily	Direct Care Worker	Shift and Unit Supervisor	1:3	1:6	1:9
Community Living Services - Level 5	Daily	Direct Care Worker	Shift and Unit Supervisor	1:2	1:4	1:9
Community Living Services - Level 6	Daily	Direct Care Worker	Shift and Unit Supervisor	1:1	1:4	1:9
Community Living Services - Host Home	Daily	Direct Care Worker	N/A	1:1	N/A	N/A
Community Support Services (Basic)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:5	N/A	1:9
Community Support Services (Intermediate)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:3	N/A	1:9
Community Support Services (High)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:1.5	N/A	1:9
Community Support Services (Basic)	Daily	Direct Care Worker	Shift and Unit Supervisor	1:5	N/A	1:9
Community Support Services (Intermediate)	Daily	Direct Care Worker	Shift and Unit Supervisor	1:3	N/A	1:9
Community Support Services (High)	Daily	Direct Care Worker	Shift and Unit Supervisor	1:1.5	N/A	1:9
Individual Habilitation Training	15 Minute	Direct Care Worker	N/A	1:1	N/A	N/A
Special Family Habilitation Home	Daily	Direct Care Worker	N/A	1:1	N/A	N/A

Service	Unit	Staff Type Used to Identify the Wage Amount in the Rate Model	Supervisor Type Used to Identify the Wage Amount in the Rate Model	Average Staffing Patterns		
				Primetime (Clients are Awake)	Client is Asleep	Direct Supervision Span of Control
Personal Care Services						
Companion Services (Individual)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:1	N/A	1:9
Companion Services (Group up to 3)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:3	N/A	1:9
Homemaker Services	15 Minute	Direct Care Worker - Homemaker Only	Shift and Unit Supervisor			
Personal Care	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:1	N/A	1:9
Respite (Individual)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:1	N/A	1:9
Respite (Group of 2)	15 Minute	Direct Care Worker	Shift and Unit Supervisor	1:2	N/A	1:9
Respite Daily (Individual)	Daily	Direct Care Worker	Shift and Unit Supervisor	1:1	N/A	1:9
Respite Daily (Group of 2)	Daily	Direct Care Worker	Shift and Unit Supervisor	1:2	N/A	1:9
Case Management						
Case Management	15 Minute	Case Manager	Case Manager Supervisor	1:1	N/A	1:3
Case Management	Monthly	Case Manager	Case Manager Supervisor	1:1	N/A	1:3
Other						
Cognitive Retraining	15 Minute	Rehabilitation Counselors	N/A	1:1	N/A	N/A
Crisis Intervention Support	15 Minute	Shift and Unit Supervisor	N/A	1:1	N/A	1:9
Skilled Nursing Services	15 Minute	-	-	-	-	-
Supported Employment (Individual)	15 Minute	Job Coaches and Vocational Trainers	Shift and Unit Supervisor	1:1	N/A	1:9
Supported Employment (Group)	15 Minute	Job Coaches and Vocational Trainers	Shift and Unit Supervisor	1:4	N/A	1:9
Supported Employment Follow Along	15 Minute	Job Coaches and Vocational Trainers	Shift and Unit Supervisor	1:1	N/A	1:9
Transportation	Per 5 Mile Trip	Direct Care Worker	Shift and Unit Supervisor	1:1	N/A	1:9
Transportation	Per 10 Mile Trip	Direct Care Worker	Shift and Unit Supervisor	1:1	N/A	1:9

Services Excluded from Rate Study:

- Community Living Services - Self-Directed Levels 15 Minute
- Dietician Per Session
- Environmental Modification (New) Per Event
- Environmental Modification (Repair) Per Event
- Neuropsychological Assessments Assessment
- Occupational Therapy (Individual) 15 Minute
- Physical or Occupational Therapy (Group) Per Session
- Physical Therapy (Individual) 15 Minute
- Psychological Assessments Assessment
- Skilled Nursing Assessment Session
- Specialized Equipment (New) Per Event
- Specialized Equipment (Repair) Per Event
- Speech, Language and Hearing Services (Group) Per Session
- Speech, Language and Hearing Services (Individual) Per Session

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 Comprehensive and Supports Waiver Rate Study SFY 2023
 Appendix C: Productivity Assumptions by Service Category

Service	Productivity Adjustment
Day Habilitation	
Adult Day Services	1.10
Behavioral Support Services	1.90
Child Habilitation Services	1.08
Community Support Services	1.13
Individual Habilitation Training	1.08
Residential Habilitation	
Community Living Services - Basic	1.16
Community Living Services - Tiers 3-6; Host Home	1.13
Special Family Habilitation Home	1.13
Personal Care Services	
Companion Services	1.05
Homemaker Services	1.03
Personal Care Services	1.03
Respite	1.03
Case Management	
Case Management	1.37
Other	
Cognitive Retraining	1.07
Crisis Intervention Support	1.10
Supported Employment Services	1.13
Transportation Services	1.48

Wyoming Department of Health, Division of Healthcare Financing
 Comprehensive and Supports Waiver Rate Study SFY 2023
 Appendix D: Original Model - Waiver Service Rates

Service	Level / Tier	Unit	Proposed Rates		Current vs. Proposed		
			Agency	Independent	Current Rate (SFY 2021)	Percent Change - Agency	Percent Change - Independent
Day Habilitation							
Adult Day Services	Basic	15 Minute	\$ 2.73	\$ 1.96	\$ 2.50	9%	-22%
Adult Day Services	Intermediate	15 Minute	\$ 3.83	\$ 2.75	\$ 3.52	9%	-22%
Adult Day Services	High	15 Minute	\$ 6.60	\$ 4.74	\$ 6.06	9%	-22%
Adult Day Services	Basic	Daily	\$ 65.49	\$ 47.02	\$ 59.90	9%	-21%
Adult Day Services	Intermediate	Daily	\$ 92.03	\$ 66.08	\$ 84.47	9%	-22%
Adult Day Services	High	Daily	\$ 158.39	\$ 113.72	\$ 145.55	9%	-22%
Behavioral Support Services	BCBA Level	15 Minute	\$ 31.65	\$ 22.72	\$ 23.92	32%	-5%
Behavioral Support Services	BCaBA Level	15 Minute	\$ 20.13	\$ 14.45	\$ 8.96	125%	61%
Behavioral Support Services	RBT Level	15 Minute	\$ 18.86	\$ 13.54	\$ 6.62	185%	105%
Child Habilitation Services	Ages 0 – 12	15 Minute	\$ 4.07	\$ 2.92	\$ 3.09	32%	-5%
Child Habilitation Services	Ages 13 – 17	15 Minute	\$ 4.07	\$ 2.92	\$ 3.83	6%	-24%
Community Support Services	Basic	15 Minute	\$ 3.00	\$ 2.15	\$ 2.76	9%	-22%
Community Support Services	Intermediate	15 Minute	\$ 4.51	\$ 3.24	\$ 4.17	8%	-22%
Community Support Services	High	15 Minute	\$ 6.79	\$ 4.88	\$ 8.93	-24%	-45%
Community Support Services	Basic	Daily	\$ 71.88	\$ 51.61	\$ 66.22	9%	-22%
Community Support Services	Intermediate	Daily	\$ 108.27	\$ 77.74	\$ 100.14	8%	-22%
Community Support Services	High	Daily	\$ 162.85	\$ 116.93	\$ 214.33	-24%	-45%
Individual Habilitation Training	-	15 Minute	\$ 8.18	\$ 5.87	\$ 7.34	11%	-20%

Service	Level / Tier	Unit	Proposed Rates		Current vs. Proposed		
			Agency	Independent	Current Rate (SFY 2021)	Percent Change - Agency	Percent Change - Independent
Residential Habilitation							
Community Living Services	Basic Individual	15 Minute	\$ 9.23	\$ 6.63	\$ 8.67	6%	-24%
Community Living Services	Basic – Group of two	15 Minute	\$ 5.14	\$ 3.69	\$ 4.54	13%	-19%
Community Living Services	Basic – Group of three or more	15 Minute	\$ 3.78	\$ 2.71	\$ 3.33	14%	-18%
Community Living Services	Basic	Daily	\$ 149.67	\$ 107.46	\$ 93.39	60%	15%
Community Living Services	Level 3	Daily	\$ 158.54	\$ 113.83	\$ 125.05	27%	-9%
Community Living Services	Level 4	Daily	\$ 194.33	\$ 139.53	\$ 165.89	17%	-16%
Community Living Services	Level 5	Daily	\$ 284.07	\$ 203.96	\$ 241.59	18%	-16%
Community Living Services	Level 6	Daily	\$ 485.47	\$ 348.57	\$ 411.51	18%	-15%
Community Living Services	Host Home	Daily	\$ 290.02	\$ 208.24	\$ 242.59	20%	-14%
Special Family Habilitation Home	-	Daily	\$ 290.02	\$ 208.24	\$ 242.60	20%	-14%
Personal Care Services							
Companion Services	Individual	15 Minute	\$ 8.34	\$ 5.99	\$ 6.29	33%	-5%
Companion Services	Group up to 3	15 Minute	\$ 3.42	\$ 2.46	\$ 3.14	9%	-22%
Homemaker Services	-	15 Minute	\$ 6.49	\$ 4.66	\$ 6.28	3%	-26%
Personal Care Services	-	15 Minute	\$ 8.09	\$ 5.81	\$ 6.17	31%	-6%
Respite	Individual	15 Minute	\$ 8.23	\$ 5.91	\$ 6.29	31%	-6%
Respite	Group	15 Minute	\$ 4.59	\$ 3.30	\$ 3.14	46%	5%
Respite	Individual	Daily	\$ 296.37	\$ 212.80	\$ 226.31	31%	-6%
Respite	Group	Daily	\$ 165.11	\$ 118.55	\$ 113.15	46%	5%
Case Management							
Case Management	-	Month	\$ 334.97	\$ 240.51	\$ 282.16	19%	-15%
Case Management	-	15 Minute	\$ 20.94	\$ 15.04	\$ 15.07	39%	0%

Service	Level / Tier	Unit	Proposed Rates		Current vs. Proposed		
			Agency	Independent	Current Rate (SFY 2021)	Percent Change - Agency	Percent Change - Independent
Other							
Cognitive Retraining	-	15 Minute	\$ 13.30	\$ 9.55	\$ 9.37	42%	2%
Crisis Intervention Support	-	15 Minute	\$ 8.81	\$ 6.33	\$ 7.52	17%	-16%
Skilled Nursing Services	Registered Nurse (RN)	15 Minute	\$ 26.12	\$ 18.75	\$ 19.38	35%	-3%
Skilled Nursing Services	Licensed Practical Nurse (LPN)	15 Minute	\$ 18.86	\$ 13.54	\$ 19.38	-3%	-30%
Supported Employment Services	Individual	15 Minute	\$ 9.04	\$ 6.49	\$ 7.92	14%	-18%
Supported Employment Services	Group	15 Minute	\$ 3.03	\$ 2.18	\$ 2.62	16%	-17%
Supported Employment Services	SEFA	15 Minute	\$ 9.04	\$ 6.49	\$ 7.92	14%	-18%
Transportation Services	-	5 Mile Trip	\$ 14.48	\$ 10.40	\$ 11.57	25%	-10%
Transportation Services	-	10 Mile Trip	\$ 17.89	\$ 12.85	\$ 14.79	21%	-13%

*Skilled Nursing Services do not include cost component inputs as these rates align directly with CCW rates.

*CCW Service Index, Effective July 1, 2021: <https://health.wyo.gov/wp-content/uploads/2021/06/CCW-Waiver-Service-Index-Effective-7.1.21-Final.pdf>

*DD Service Index, Effective February 1, 2021: <https://health.wyo.gov/wp-content/uploads/2021/07/DD-Waiver-Service-Index-Effective-2.1.21.pdf>

Wyoming Department of Health, Division of Healthcare Financing
 Comprehensive and Supports Waiver Rate Study SFY 2023
 Appendix D: Original Model - Rate Buildup Components

Service	Level / Tier	Unit	Direct Care Cost Components												Non-Direct Care Rate Components		
			Direct Care Inflated Wage to SFY2023	Units Per Hour	Direct Care Hours Per Day	Direct Care Hours Per Month	Assumed Staffing Ratios - Awake Time	Assumed Staffing Ratios - Asleep Time	ERE Factor	Productivity Factor	FTE Factor	Supervis or Inflated Wage to SFY 2023	Supervis or Span of Control	ERE Factor	Mileage Cost Per Unit	Admin	Program Support
Day Habilitation																	
Adult Day Services	Basic	15 Minute	\$ 16.52	4.00	N/A	N/A	1:5	N/A	24.09%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Adult Day Services	Intermediate	15 Minute	\$ 16.52	4.00	N/A	N/A	1:3	N/A	24.09%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Adult Day Services	High	15 Minute	\$ 16.52	4.00	N/A	N/A	1:2	N/A	24.09%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Adult Day Services	Basic	Daily	\$ 16.52	N/A	6.00	N/A	1:5	N/A	24.09%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Adult Day Services	Intermediate	Daily	\$ 16.52	N/A	6.00	N/A	1:3	N/A	24.09%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Adult Day Services	High	Daily	\$ 16.52	N/A	6.00	N/A	1:2	N/A	24.09%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Behavioral Support Services	BCBA Level	15 Minute	\$ 38.03	4.00	N/A	N/A	1:1	N/A	18.34%	1.90	1.06	N/A	N/A	N/A	N/A	21.87%	17.52%
Behavioral Support Services	BCaBA Level	15 Minute	\$ 23.65	4.00	N/A	N/A	1:1	N/A	21.02%	1.90	1.06	N/A	N/A	N/A	N/A	21.87%	17.52%
Behavioral Support Services	RBT Level	15 Minute	\$ 18.11	4.00	N/A	N/A	1:1	N/A	23.20%	1.90	1.06	\$ 38.03	1:10	18.34%	N/A	21.87%	17.52%
Child Habilitation Services	Ages 0 – 12	15 Minute	\$ 16.52	4.00	N/A	N/A	1:2	N/A	24.09%	1.08	1.06	N/A	N/A	N/A	N/A	21.87%	17.52%
Child Habilitation Services	Ages 13 – 17	15 Minute	\$ 16.52	4.00	N/A	N/A	1:2	N/A	24.09%	1.08	1.06	N/A	N/A	N/A	N/A	21.87%	17.52%
Community Support Services	Basic	15 Minute	\$ 16.52	4.00	N/A	N/A	1:5	N/A	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Community Support Services	Intermediate	15 Minute	\$ 16.52	4.00	N/A	N/A	1:3	N/A	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Community Support Services	High	15 Minute	\$ 16.52	4.00	N/A	N/A	1:2	N/A	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Community Support Services	Basic	Daily	\$ 16.52	N/A	6.00	N/A	1:5	N/A	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Community Support Services	Intermediate	Daily	\$ 16.52	N/A	6.00	N/A	1:3	N/A	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Community Support Services	High	Daily	\$ 16.52	N/A	6.00	N/A	1:2	N/A	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	17.52%
Individual Habilitation Training	-	15 Minute	\$ 16.52	4.00	N/A	N/A	1:1	N/A	24.09%	1.08	1.06	N/A	N/A	N/A	N/A	21.87%	17.52%
Residential Habilitation																	
Community Living Services	Basic Individual	15 Minute	\$ 16.52	4.00	N/A	N/A	1:1	N/A	24.09%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Community Living Services	Basic – Group of two	15 Minute	\$ 16.52	4.00	N/A	N/A	1:2	N/A	24.09%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Community Living Services	Basic – Group of three or more	15 Minute	\$ 16.52	4.00	N/A	N/A	1:3	N/A	24.09%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Community Living Services	Basic	Daily	\$ 16.52	N/A	4.05	N/A	1:4	1:8	24.09%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Community Living Services	Level 3	Daily	\$ 16.52	N/A	4.39	N/A	1:4	1:6	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Community Living Services	Level 4	Daily	\$ 16.52	N/A	5.38	N/A	1:3	1:6	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Community Living Services	Level 5	Daily	\$ 16.52	N/A	8.02	N/A	1:2	1:4	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	\$ 12.06
Community Living Services	Level 6	Daily	\$ 16.52	N/A	13.96	N/A	1:1	1:4	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	\$ 12.06
Community Living Services	Host Home	Daily	\$ 16.52	N/A	10.89	N/A	1:1	N/A	24.09%	1.13	1.06	N/A	N/A	N/A	N/A	0.00%	8.06%
Special Family Habilitation Home	-	Daily	\$ 16.52	N/A	10.89	N/A	1:1	N/A	24.09%	1.13	1.06	N/A	N/A	N/A	N/A	0.00%	8.06%

Service	Level / Tier	Unit	Direct Care Cost Components												Non-Direct Care Rate Components		
			Direct Care Inflated Wage to SFY2023	Units Per Hour	Direct Care Hours Per Day	Direct Care Hours Per Month	Assumed Staffing Ratios - Awake Time	Assumed Staffing Ratios - Asleep Time	ERE Factor	Productivity Factor	FTE Factor	Supervis or Inflated Wage to SFY 2023	Supervis or Span of Control	ERE Factor	Mileage Cost Per Unit	Admin	Program Support
Personal Care Services																	
Companion Services	Individual	15 Minute	\$ 16.52	4.00	N/A	N/A	1:1	N/A	24.09%	1.05	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Companion Services	Group up to 3	15 Minute	\$ 16.52	4.00	N/A	N/A	1:3	N/A	24.09%	1.05	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Homemaker Services	-	15 Minute	\$ 12.63	4.00	N/A	N/A	1:1	N/A	27.22%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	5.76%
Personal Care Services	-	15 Minute	\$ 16.52	4.00	N/A	N/A	1:1	N/A	24.09%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	5.76%
Respite	Individual	15 Minute	\$ 16.52	4.00	N/A	N/A	1:1	N/A	24.09%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Respite	Group	15 Minute	\$ 16.52	4.00	N/A	N/A	1:2	N/A	24.09%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Respite	Individual	Daily	\$ 16.52	N/A	9.00	N/A	1:1	N/A	24.09%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Respite	Group	Daily	\$ 16.52	N/A	9.00	N/A	1:2	N/A	24.09%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Case Management																	
Case Management	-	Month	\$ 27.89	N/A	N/A	4.00	1:1	N/A	19.94%	1.37	1.06	\$ 35.55	1:3	18.65%	N/A	9.48%	11.76%
Case Management	-	15 Minute	\$ 27.89	4.00	N/A	N/A	1:1	N/A	19.94%	1.37	1.06	\$ 35.55	1:3	18.65%	N/A	9.48%	11.76%
Other																	
Cognitive Retraining	-	15 Minute	\$ 28.44	4.00	N/A	N/A	1:1	N/A	19.83%	1.07	1.06	N/A	N/A	N/A	N/A	21.87%	16.29%
Crisis Intervention Support	-	15 Minute	\$ 19.41	4.00	N/A	N/A	1:1	N/A	22.57%	1.10	1.06	N/A	N/A	N/A	N/A	21.87%	5.76%
Skilled Nursing Services	Registered Nurse (RN)	15 Minute	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Skilled Nursing Services	Licensed Practical Nurse (LPN)	15 Minute	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Supported Employment Services	Individual	15 Minute	\$ 16.52	4.00	N/A	N/A	1:1	N/A	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Supported Employment Services	Group	15 Minute	\$ 16.52	4.00	N/A	N/A	1:4	N/A	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Supported Employment Services	SEFA	15 Minute	\$ 16.52	4.00	N/A	N/A	1:1	N/A	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.87%	8.06%
Transportation Services	-	5 Mile Trip	\$ 16.52	4.00	N/A	N/A	1:1	N/A	24.09%	1.48	1.06	\$ 19.41	1:9	22.57%	\$ 2.80	21.87%	0.00%
Transportation Services	-	10 Mile Trip	\$ 16.52	4.00	N/A	N/A	1:1	N/A	24.09%	1.48	1.06	\$ 19.41	1:9	22.57%	\$ 5.60	21.87%	0.00%

*Skilled Nursing Services do not include cost component inputs as these rates align directly with CCW rates.

*CCW Service Index, Effective July 1, 2021: <https://health.wyo.gov/wp-content/uploads/2021/06/CCW-Waiver-Service-Index-Effective-7.1.21-Final.pdf>

*DD Service Index, Effective February 1, 2021: <https://health.wyo.gov/wp-content/uploads/2021/07/DD-Waiver-Service-Index-Effective-2.1.21.pdf>

Wyoming Department of Health, Division of Healthcare Financing
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 Appendix E: 50th Percentile Model - Waiver Service Rates

Service	Level / Tier	Unit	Proposed Rates		Current vs. Proposed		
			Agency	Independent	Current Rate (SFY 2021)	Percent Change - Agency	Percent Change - Independent
Day Habilitation							
Adult Day Services	Basic	15 Minute	\$ 2.53	\$ 1.76	\$ 2.50	1%	-30%
Adult Day Services	Intermediate	15 Minute	\$ 3.50	\$ 2.43	\$ 3.52	-1%	-31%
Adult Day Services	High	15 Minute	\$ 5.93	\$ 4.12	\$ 6.06	-2%	-32%
Adult Day Services	Basic	Daily	\$ 60.66	\$ 42.10	\$ 59.90	1%	-30%
Adult Day Services	Intermediate	Daily	\$ 83.99	\$ 58.29	\$ 84.47	-1%	-31%
Adult Day Services	High	Daily	\$ 142.32	\$ 98.77	\$ 145.55	-2%	-32%
Behavioral Support Services	BCBA Level	15 Minute	\$ 31.64	\$ 21.96	\$ 23.92	32%	-8%
Behavioral Support Services	BCaBA Level	15 Minute	\$ 20.12	\$ 13.96	\$ 8.96	125%	56%
Behavioral Support Services	RBT Level	15 Minute	\$ 18.85	\$ 13.08	\$ 6.62	185%	98%
Child Habilitation Services	Ages 0 – 12	15 Minute	\$ 3.58	\$ 2.48	\$ 3.09	16%	-20%
Child Habilitation Services	Ages 13 – 17	15 Minute	\$ 3.58	\$ 2.48	\$ 3.83	-7%	-35%
Community Support Services	Basic	15 Minute	\$ 2.77	\$ 1.92	\$ 2.76	0%	-30%
Community Support Services	Intermediate	15 Minute	\$ 4.10	\$ 2.85	\$ 4.17	-2%	-32%
Community Support Services	High	15 Minute	\$ 6.10	\$ 4.23	\$ 8.93	-32%	-53%
Community Support Services	Basic	Daily	\$ 66.37	\$ 46.06	\$ 66.22	0%	-30%
Community Support Services	Intermediate	Daily	\$ 98.35	\$ 68.25	\$ 100.14	-2%	-32%
Community Support Services	High	Daily	\$ 146.33	\$ 101.55	\$ 214.33	-32%	-53%
Individual Habilitation Training	-	15 Minute	\$ 7.19	\$ 4.99	\$ 7.34	-2%	-32%

Service	Level / Tier	Unit	Proposed Rates		Current vs. Proposed		
			Agency	Independent	Current Rate (SFY 2021)	Percent Change - Agency	Percent Change - Independent
Residential Habilitation							
Community Living Services	Basic Individual	15 Minute	\$ 8.25	\$ 5.73	\$ 8.67	-5%	-34%
Community Living Services	Basic – Group of two	15 Minute	\$ 4.65	\$ 3.23	\$ 4.54	2%	-29%
Community Living Services	Basic – Group of three or	15 Minute	\$ 3.45	\$ 2.39	\$ 3.33	4%	-28%
Community Living Services	Basic	Daily	\$ 133.66	\$ 92.76	\$ 93.39	43%	-1%
Community Living Services	Level 3	Daily	\$ 141.58	\$ 98.25	\$ 125.05	13%	-21%
Community Living Services	Level 4	Daily	\$ 173.54	\$ 120.43	\$ 165.89	5%	-27%
Community Living Services	Level 5	Daily	\$ 253.68	\$ 176.05	\$ 241.59	5%	-27%
Community Living Services	Level 6	Daily	\$ 433.54	\$ 300.87	\$ 411.51	5%	-27%
Community Living Services	Host Home	Daily	\$ 255.01	\$ 177.00	\$ 242.59	5%	-27%
Special Family Habilitation Home	-	Daily	\$ 255.01	\$ 177.00	\$ 242.60	5%	-27%
Personal Care Services							
Companion Services	Individual	15 Minute	\$ 7.45	\$ 5.17	\$ 6.29	18%	-18%
Companion Services	Group up to 3	15 Minute	\$ 3.12	\$ 2.17	\$ 3.14	-1%	-31%
Homemaker Services	-	15 Minute	\$ 6.49	\$ 4.50	\$ 6.28	3%	-28%
Personal Care Services	-	15 Minute	\$ 7.22	\$ 5.01	\$ 6.17	17%	-19%
Respite	Individual	15 Minute	\$ 7.35	\$ 5.10	\$ 6.29	17%	-19%
Respite	Group	15 Minute	\$ 4.15	\$ 2.88	\$ 3.14	32%	-8%
Respite	Individual	Daily	\$ 264.67	\$ 183.67	\$ 226.31	17%	-19%
Respite	Group	Daily	\$ 149.26	\$ 103.58	\$ 113.15	32%	-8%
Case Management							
Case Management	-	Month	\$ 334.87	\$ 232.39	\$ 282.16	19%	-18%
Case Management	-	15 Minute	\$ 20.93	\$ 14.52	\$ 15.07	39%	-4%

Service	Level / Tier	Unit	Proposed Rates		Current vs. Proposed		
			Agency	Independent	Current Rate (SFY 2021)	Percent Change - Agency	Percent Change - Independent
Other							
Cognitive Retraining	-	15 Minute	\$ 13.30	\$ 9.23	\$ 9.37	42%	-1%
Crisis Intervention Support	-	15 Minute	\$ 8.81	\$ 6.11	\$ 7.52	17%	-19%
Skilled Nursing Services	Registered Nurse (RN)	15 Minute	\$ 26.12	\$ 18.13	\$ 19.38	35%	-6%
Skilled Nursing Services	Licensed Practical Nurse	15 Minute	\$ 18.86	\$ 13.09	\$ 19.38	-3%	-32%
Supported Employment Services	Individual	15 Minute	\$ 8.07	\$ 5.60	\$ 7.92	2%	-29%
Supported Employment Services	Group	15 Minute	\$ 2.79	\$ 1.94	\$ 2.62	6%	-26%
Supported Employment Services	SEFA	15 Minute	\$ 8.07	\$ 5.60	\$ 7.92	2%	-29%
Transportation Services	-	5 Mile Trip	\$ 13.30	\$ 9.23	\$ 11.57	15%	-20%
Transportation Services	-	10 Mile Trip	\$ 16.71	\$ 11.60	\$ 14.79	13%	-22%

*Skilled Nursing Services do not include cost component inputs as these rates align directly with CCW rates.

*CCW Service Index, Effective July 1, 2021: <https://health.wyo.gov/wp-content/uploads/2021/06/CCW-Waiver-Service-Index-Effective-7.1.21-Final.pdf>

*DD Service Index, Effective February 1, 2021: <https://health.wyo.gov/wp-content/uploads/2021/07/DD-Waiver-Service-Index-Effective-2.1.21.pdf>

Wyoming Department of Health, Division of Healthcare Financing
 Comprehensive and Supports Waiver Rate Study SFY 2023
 Appendix E: 50th Percentile Model - Rate Buildup Components

Service	Level / Tier	Unit	Direct Care Cost Components											Non-Direct Care Rate Components			
			Direct Care Inflated Wage to SFY2023	Units Per Hour	Direct Care Hours Per Day	Direct Care Hours Per Month	Assumed Staffing Ratios - Awake Time	Assumed Staffing Ratios - Asleep Time	ERE Factor	Productivity Factor	FTE Factor	Supervis or Inflated Wage to SFY 2023	Supervis or Span of Control	ERE Factor	Mileage Cost Per Unit	Admin	Program Support
Day Habilitation																	
Adult Day Services	Basic	15 Minute	\$ 14.35	4.00	N/A	N/A	1:5	N/A	25.63%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Adult Day Services	Intermediate	15 Minute	\$ 14.35	4.00	N/A	N/A	1:3	N/A	25.63%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Adult Day Services	High	15 Minute	\$ 14.35	4.00	N/A	N/A	1:2	N/A	25.63%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Adult Day Services	Basic	Daily	\$ 14.35	N/A	6.00	N/A	1:5	N/A	25.63%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Adult Day Services	Intermediate	Daily	\$ 14.35	N/A	6.00	N/A	1:3	N/A	25.63%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Adult Day Services	High	Daily	\$ 14.35	N/A	6.00	N/A	1:2	N/A	25.63%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Behavioral Support Services	BCBA Level	15 Minute	\$ 38.03	4.00	N/A	N/A	1:1	N/A	18.34%	1.90	1.06	N/A	N/A	N/A	N/A	21.86%	17.48%
Behavioral Support Services	BCaBA Level	15 Minute	\$ 23.65	4.00	N/A	N/A	1:1	N/A	21.02%	1.90	1.06	N/A	N/A	N/A	N/A	21.86%	17.48%
Behavioral Support Services	RBT Level	15 Minute	\$ 18.11	4.00	N/A	N/A	1:1	N/A	23.20%	1.90	1.06	\$ 38.03	1:10	18.34%	N/A	21.86%	17.48%
Child Habilitation Services	Ages 0 – 12	15 Minute	\$ 14.35	4.00	N/A	N/A	1:2	N/A	25.63%	1.08	1.06	N/A	N/A	N/A	N/A	21.86%	17.48%
Child Habilitation Services	Ages 13 – 17	15 Minute	\$ 14.35	4.00	N/A	N/A	1:2	N/A	25.63%	1.08	1.06	N/A	N/A	N/A	N/A	21.86%	17.48%
Community Support Services	Basic	15 Minute	\$ 14.35	4.00	N/A	N/A	1:5	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Community Support Services	Intermediate	15 Minute	\$ 14.35	4.00	N/A	N/A	1:3	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Community Support Services	High	15 Minute	\$ 14.35	4.00	N/A	N/A	1:2	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Community Support Services	Basic	Daily	\$ 14.35	N/A	6.00	N/A	1:5	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Community Support Services	Intermediate	Daily	\$ 14.35	N/A	6.00	N/A	1:3	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Community Support Services	High	Daily	\$ 14.35	N/A	6.00	N/A	1:2	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.48%
Individual Habilitation Training	-	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.08	1.06	N/A	N/A	N/A	N/A	21.86%	17.48%
Residential Habilitation																	
Community Living Services	Basic Individual	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Community Living Services	Basic – Group of two	15 Minute	\$ 14.35	4.00	N/A	N/A	1:2	N/A	25.63%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Community Living Services	Basic – Group of three or more	15 Minute	\$ 14.35	4.00	N/A	N/A	1:3	N/A	25.63%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Community Living Services	Basic	Daily	\$ 14.35	N/A	4.05	N/A	1:4	1:8	25.63%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Community Living Services	Level 3	Daily	\$ 14.35	N/A	4.39	N/A	1:4	1:6	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Community Living Services	Level 4	Daily	\$ 14.35	N/A	5.38	N/A	1:3	1:6	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Community Living Services	Level 5	Daily	\$ 14.35	N/A	8.02	N/A	1:2	1:4	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	\$ 10.76
Community Living Services	Level 6	Daily	\$ 14.35	N/A	13.96	N/A	1:1	1:4	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	\$ 10.76
Community Living Services	Host Home	Daily	\$ 14.35	N/A	10.89	N/A	1:1	N/A	25.63%	1.13	1.06	N/A	N/A	N/A	N/A	0.00%	8.06%
Special Family Habilitation Home	-	Daily	\$ 14.35	N/A	10.89	N/A	1:1	N/A	25.63%	1.13	1.06	N/A	N/A	N/A	N/A	0.00%	8.06%

Service	Level / Tier	Unit	Direct Care Cost Components											Non-Direct Care Rate Components			
			Direct Care Inflated Wage to SFY2023	Units Per Hour	Direct Care Hours Per Day	Direct Care Hours Per Month	Assumed Staffing Ratios - Awake Time	Assumed Staffing Ratios - Asleep Time	ERE Factor	Productivity Factor	FTE Factor	Supervis or Inflated Wage to SFY 2023	Supervis or Span of Control	ERE Factor	Mileage Cost Per Unit	Admin	Program Support
Personal Care Services																	
Companion Services	Individual	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.05	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Companion Services	Group up to 3	15 Minute	\$ 14.35	4.00	N/A	N/A	1:3	N/A	25.63%	1.05	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Homemaker Services	-	15 Minute	\$ 12.63	4.00	N/A	N/A	1:1	N/A	27.22%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	5.75%
Personal Care Services	-	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	5.75%
Respite	Individual	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Respite	Group	15 Minute	\$ 14.35	4.00	N/A	N/A	1:2	N/A	25.63%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Respite	Individual	Daily	\$ 14.35	N/A	9.00	N/A	1:1	N/A	25.63%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Respite	Group	Daily	\$ 14.35	N/A	9.00	N/A	1:2	N/A	25.63%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Case Management																	
Case Management	-	Month	\$ 27.89	N/A	N/A	4.00	1:1	N/A	19.94%	1.37	1.06	\$ 35.55	1:3	18.65%	N/A	9.47%	11.73%
Case Management	-	15 Minute	\$ 27.89	4.00	N/A	N/A	1:1	N/A	19.94%	1.37	1.06	\$ 35.55	1:3	18.65%	N/A	9.47%	11.73%
Other																	
Cognitive Retraining	-	15 Minute	\$ 28.44	4.00	N/A	N/A	1:1	N/A	19.83%	1.07	1.06	N/A	N/A	N/A	N/A	21.86%	16.25%
Crisis Intervention Support	-	15 Minute	\$ 19.41	4.00	N/A	N/A	1:1	N/A	22.57%	1.10	1.06	N/A	N/A	N/A	N/A	21.86%	5.75%
Skilled Nursing Services	Registered Nurse (RN)	15 Minute	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Skilled Nursing Services	Licensed Practical Nurse	15 Minute	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Supported Employment Services	Individual	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Supported Employment Services	Group	15 Minute	\$ 14.35	4.00	N/A	N/A	1:4	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Supported Employment Services	SEFA	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.06%
Transportation Services	-	5 Mile Trip	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.48	1.06	\$ 19.41	1:9	22.57%	\$ 2.80	21.86%	0.00%
Transportation Services	-	10 Mile Trip	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.48	1.06	\$ 19.41	1:9	22.57%	\$ 5.60	21.86%	0.00%

*Skilled Nursing Services do not include cost component inputs as these rates align directly with CCW rates.

*CCW Service Index, Effective July 1, 2021: <https://health.wyo.gov/wp-content/uploads/2021/06/CCW-Waiver-Service-Index-Effective-7.1.21-Final.pdf>

*DD Service Index, Effective February 1, 2021: <https://health.wyo.gov/wp-content/uploads/2021/07/DD-Waiver-Service-Index-Effective-2.1.21.pdf>

Wyoming Department of Health, Division of Healthcare Financing
 Comprehensive and Supports Waiver Rate Study
 Appendix F: High-Need Model - Waiver Service Rates

Service	Level / Tier	Unit	Proposed Rates		Current vs. Proposed		
			Agency	Independent	Current Rate (SFY 2021)	Percent Change - Agency	Percent Change - Independent
Day Habilitation							
Adult Day Services	Basic	15 Minute	\$ 2.53	\$ 1.76	\$ 2.50	1%	-30%
Adult Day Services	Intermediate	15 Minute	\$ 3.50	\$ 2.43	\$ 3.52	-1%	-31%
Adult Day Services	High	15 Minute	\$ 6.60	\$ 4.58	\$ 6.06	9%	-24%
Adult Day Services	Basic	Daily	\$ 60.65	\$ 42.09	\$ 59.90	1%	-30%
Adult Day Services	Intermediate	Daily	\$ 83.98	\$ 58.28	\$ 84.47	-1%	-31%
Adult Day Services	High	Daily	\$ 158.30	\$ 109.86	\$ 145.55	9%	-25%
Behavioral Support Services	BCBA Level	15 Minute	\$ 31.63	\$ 21.95	\$ 23.92	32%	-8%
Behavioral Support Services	BCaBA Level	15 Minute	\$ 20.11	\$ 13.96	\$ 8.96	124%	56%
Behavioral Support Services	RBT Level	15 Minute	\$ 18.85	\$ 13.08	\$ 6.62	185%	98%
Child Habilitation Services	Ages 0 – 12	15 Minute	\$ 3.58	\$ 2.48	\$ 3.09	16%	-20%
Child Habilitation Services	Ages 13 – 17	15 Minute	\$ 3.58	\$ 2.48	\$ 3.83	-7%	-35%
Community Support Services	Basic	15 Minute	\$ 2.76	\$ 1.92	\$ 2.76	0%	-31%
Community Support Services	Intermediate	15 Minute	\$ 4.10	\$ 2.85	\$ 4.17	-2%	-32%
Community Support Services	High	15 Minute	\$ 6.78	\$ 4.71	\$ 8.93	-24%	-47%
Community Support Services	Basic	Daily	\$ 66.36	\$ 46.05	\$ 66.22	0%	-30%
Community Support Services	Intermediate	Daily	\$ 98.33	\$ 68.24	\$ 100.14	-2%	-32%
Community Support Services	High	Daily	\$ 162.76	\$ 112.95	\$ 214.33	-24%	-47%
Individual Habilitation Training	-	15 Minute	\$ 7.19	\$ 4.99	\$ 7.34	-2%	-32%

Service	Level / Tier	Unit	Proposed Rates		Current vs. Proposed		
			Agency	Independent	Current Rate (SFY 2021)	Percent Change - Agency	Percent Change - Independent
Residential Habilitation							
Community Living Services	Basic Individual	15 Minute	\$ 8.25	\$ 5.73	\$ 8.67	-5%	-34%
Community Living Services	Basic – Group of two	15 Minute	\$ 4.65	\$ 3.23	\$ 4.54	2%	-29%
Community Living Services	Basic – Group of three or	15 Minute	\$ 3.45	\$ 2.39	\$ 3.33	4%	-28%
Community Living Services	Basic	Daily	\$ 133.65	\$ 92.75	\$ 93.39	43%	-1%
Community Living Services	Level 3	Daily	\$ 141.57	\$ 98.25	\$ 125.05	13%	-21%
Community Living Services	Level 4	Daily	\$ 173.53	\$ 120.43	\$ 165.89	5%	-27%
Community Living Services	Level 5	Daily	\$ 282.73	\$ 196.21	\$ 241.59	17%	-19%
Community Living Services	Level 6	Daily	\$ 484.11	\$ 335.96	\$ 411.51	18%	-18%
Community Living Services	Host Home	Daily	\$ 255.00	\$ 177.00	\$ 242.59	5%	-27%
Special Family Habilitation Home	-	Daily	\$ 255.00	\$ 177.00	\$ 242.60	5%	-27%
Personal Care Services							
Companion Services	Individual	15 Minute	\$ 7.45	\$ 5.17	\$ 6.29	18%	-18%
Companion Services	Group up to 3	15 Minute	\$ 3.12	\$ 2.17	\$ 3.14	-1%	-31%
Homemaker Services	-	15 Minute	\$ 6.49	\$ 4.50	\$ 6.28	3%	-28%
Personal Care Services	-	15 Minute	\$ 7.22	\$ 5.01	\$ 6.17	17%	-19%
Respite	Individual	15 Minute	\$ 7.35	\$ 5.10	\$ 6.29	17%	-19%
Respite	Group	15 Minute	\$ 4.15	\$ 2.88	\$ 3.14	32%	-8%
Respite	Individual	Daily	\$ 264.65	\$ 183.66	\$ 226.31	17%	-19%
Respite	Group	Daily	\$ 149.25	\$ 103.58	\$ 113.15	32%	-8%
Case Management							
Case Management	-	Month	\$ 334.81	\$ 232.35	\$ 282.16	19%	-18%
Case Management	-	15 Minute	\$ 20.93	\$ 14.52	\$ 15.07	39%	-4%

Service	Level / Tier	Unit	Proposed Rates		Current vs. Proposed		
			Agency	Independent	Current Rate (SFY 2021)	Percent Change - Agency	Percent Change - Independent
Other							
Cognitive Retraining	-	15 Minute	\$ 13.30	\$ 9.23	\$ 9.37	42%	-1%
Crisis Intervention Support	-	15 Minute	\$ 8.81	\$ 6.11	\$ 7.52	17%	-19%
Skilled Nursing Services	Registered Nurse (RN)	15 Minute	\$ 26.12	\$ 18.13	\$ 19.38	35%	-6%
Skilled Nursing Services	Licensed Practical Nurse	15 Minute	\$ 18.86	\$ 13.09	\$ 19.38	-3%	-32%
Supported Employment Services	Individual	15 Minute	\$ 8.07	\$ 5.60	\$ 7.92	2%	-29%
Supported Employment Services	Group	15 Minute	\$ 2.79	\$ 1.94	\$ 2.62	6%	-26%
Supported Employment Services	SEFA	15 Minute	\$ 8.07	\$ 5.60	\$ 7.92	2%	-29%
Transportation Services	-	5 Mile Trip	\$ 13.30	\$ 9.23	\$ 11.57	15%	-20%
Transportation Services	-	10 Mile Trip	\$ 16.71	\$ 11.60	\$ 14.79	13%	-22%

*Bolted services are the high-need services which received the 75th percentile wage.

*Skilled Nursing Services do not include cost component inputs as these rates align directly with CCW rates.

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*DD Service Index, Effective February 1, 2021: <https://health.wyo.gov/wp-content/uploads/2021/07/DD-Waiver-Service-Index-Effective-2.1.21.pdf>

Wyoming Department of Health, Division of Healthcare Financing
 Comprehensive and Supports Waiver Rate Study
 Appendix F: High-Need Model - Rate Buildup Components

Service	Level / Tier	Unit	Direct Care Cost Components											Non-Direct Care Rate Components			
			Direct Care Inflated Wage to SFY2023	Units Per Hour	Direct Care Hours Per Day	Direct Care Hours Per Month	Assumed Staffing Ratios - Awake Time	Assumed Staffing Ratios - Asleep Time	ERE Factor	Productivity Factor	FTE Factor	Supervis or Inflated Wage to SFY 2023	Supervis or Span of Control	ERE Factor	Mileage Cost Per Unit	Admin	Program Support
Day Habilitation																	
Adult Day Services	Basic	15 Minute	\$ 14.35	4.00	N/A	N/A	1:5	N/A	25.63%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Adult Day Services	Intermediate	15 Minute	\$ 14.35	4.00	N/A	N/A	1:3	N/A	25.63%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Adult Day Services	High	15 Minute	\$ 16.52	4.00	N/A	N/A	1:2	N/A	24.09%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Adult Day Services	Basic	Daily	\$ 14.35	N/A	6.00	N/A	1:5	N/A	25.63%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Adult Day Services	Intermediate	Daily	\$ 14.35	N/A	6.00	N/A	1:3	N/A	25.63%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Adult Day Services	High	Daily	\$ 16.52	N/A	6.00	N/A	1:2	N/A	24.09%	1.10	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Behavioral Support Services	BCBA Level	15 Minute	\$ 38.03	4.00	N/A	N/A	1:1	N/A	18.34%	1.90	1.06	N/A	N/A	N/A	N/A	21.86%	17.46%
Behavioral Support Services	BCaBA Level	15 Minute	\$ 23.65	4.00	N/A	N/A	1:1	N/A	21.02%	1.90	1.06	N/A	N/A	N/A	N/A	21.86%	17.46%
Behavioral Support Services	RBT Level	15 Minute	\$ 18.11	4.00	N/A	N/A	1:1	N/A	23.20%	1.90	1.06	\$ 38.03	1:10	18.34%	N/A	21.86%	17.46%
Child Habilitation Services	Ages 0 – 12	15 Minute	\$ 14.35	4.00	N/A	N/A	1:2	N/A	25.63%	1.08	1.06	N/A	N/A	N/A	N/A	21.86%	17.46%
Child Habilitation Services	Ages 13 – 17	15 Minute	\$ 14.35	4.00	N/A	N/A	1:2	N/A	25.63%	1.08	1.06	N/A	N/A	N/A	N/A	21.86%	17.46%
Community Support Services	Basic	15 Minute	\$ 14.35	4.00	N/A	N/A	1:5	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Community Support Services	Intermediate	15 Minute	\$ 14.35	4.00	N/A	N/A	1:3	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Community Support Services	High	15 Minute	\$ 16.52	4.00	N/A	N/A	1:2	N/A	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Community Support Services	Basic	Daily	\$ 14.35	N/A	6.00	N/A	1:5	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Community Support Services	Intermediate	Daily	\$ 14.35	N/A	6.00	N/A	1:3	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Community Support Services	High	Daily	\$ 16.52	N/A	6.00	N/A	1:2	N/A	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	17.46%
Individual Habilitation Training	-	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.08	1.06	N/A	N/A	N/A	N/A	21.86%	17.46%
Residential Habilitation																	
Community Living Services	Basic Individual	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Community Living Services	Basic – Group of two	15 Minute	\$ 14.35	4.00	N/A	N/A	1:2	N/A	25.63%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Community Living Services	Basic – Group of three or more	15 Minute	\$ 14.35	4.00	N/A	N/A	1:3	N/A	25.63%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Community Living Services	Basic	Daily	\$ 14.35	N/A	4.05	N/A	1:4	1:8	25.63%	1.16	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Community Living Services	Level 3	Daily	\$ 14.35	N/A	4.39	N/A	1:4	1:6	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Community Living Services	Level 4	Daily	\$ 14.35	N/A	5.38	N/A	1:3	1:6	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Community Living Services	Level 5	Daily	\$ 16.52	N/A	8.02	N/A	1:2	1:4	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	\$ 10.76
Community Living Services	Level 6	Daily	\$ 16.52	N/A	13.96	N/A	1:1	1:4	24.09%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	\$ 10.76
Community Living Services	Host Home	Daily	\$ 14.35	N/A	10.89	N/A	1:1	N/A	25.63%	1.13	1.06	N/A	N/A	N/A	N/A	0.00%	8.05%
Special Family Habilitation Home	-	Daily	\$ 14.35	N/A	10.89	N/A	1:1	N/A	25.63%	1.13	1.06	N/A	N/A	N/A	N/A	0.00%	8.05%

Service	Level / Tier	Unit	Direct Care Cost Components												Non-Direct Care Rate Components		
			Direct Care Inflated Wage to SFY2023	Units Per Hour	Direct Care Hours Per Day	Direct Care Hours Per Month	Assumed Staffing Ratios - Awake Time	Assumed Staffing Ratios - Asleep Time	ERE Factor	Productivity Factor	FTE Factor	Supervis or Inflated Wage to SFY 2023	Supervis or Span of Control	ERE Factor	Mileage Cost Per Unit	Admin	Program Support
Personal Care Services																	
Companion Services	Individual	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.05	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Companion Services	Group up to 3	15 Minute	\$ 14.35	4.00	N/A	N/A	1:3	N/A	25.63%	1.05	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Homemaker Services	-	15 Minute	\$ 12.63	4.00	N/A	N/A	1:1	N/A	27.22%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	5.75%
Personal Care Services	-	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	5.75%
Respite	Individual	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Respite	Group	15 Minute	\$ 14.35	4.00	N/A	N/A	1:2	N/A	25.63%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Respite	Individual	Daily	\$ 14.35	N/A	9.00	N/A	1:1	N/A	25.63%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Respite	Group	Daily	\$ 14.35	N/A	9.00	N/A	1:2	N/A	25.63%	1.03	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Case Management																	
Case Management	-	Month	\$ 27.89	N/A	N/A	4.00	1:1	N/A	19.94%	1.37	1.06	\$ 35.55	1:3	18.65%	N/A	9.47%	11.71%
Case Management	-	15 Minute	\$ 27.89	4.00	N/A	N/A	1:1	N/A	19.94%	1.37	1.06	\$ 35.55	1:3	18.65%	N/A	9.47%	11.71%
Other																	
Cognitive Retraining	-	15 Minute	\$ 28.44	4.00	N/A	N/A	1:1	N/A	19.83%	1.07	1.06	N/A	N/A	N/A	N/A	21.86%	16.23%
Crisis Intervention Support	-	15 Minute	\$ 19.41	4.00	N/A	N/A	1:1	N/A	22.57%	1.10	1.06	N/A	N/A	N/A	N/A	21.86%	5.75%
Skilled Nursing Services	Registered Nurse (RN)	15 Minute	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Skilled Nursing Services	Licensed Practical Nurse	15 Minute	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Supported Employment Services	Individual	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Supported Employment Services	Group	15 Minute	\$ 14.35	4.00	N/A	N/A	1:4	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Supported Employment Services	SEFA	15 Minute	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.13	1.06	\$ 19.41	1:9	22.57%	N/A	21.86%	8.05%
Transportation Services	-	5 Mile Trip	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.48	1.06	\$ 19.41	1:9	22.57%	\$ 2.80	21.86%	0.00%
Transportation Services	-	10 Mile Trip	\$ 14.35	4.00	N/A	N/A	1:1	N/A	25.63%	1.48	1.06	\$ 19.41	1:9	22.57%	\$ 5.60	21.86%	0.00%

*Bolted services are the high-need services which received the 75th percentile wage.

*Skilled Nursing Services do not include cost component inputs as these rates align directly with CCW rates.

*CCW Service Index, Effective July 1, 2021: <https://health.wyo.gov/wp-content/uploads/2021/06/CCW-Waiver-Service-Index-Effective-7.1.21-Final.pdf>

*DD Service Index, Effective February 1, 2021: <https://health.wyo.gov/wp-content/uploads/2021/07/DD-Waiver-Service-Index-Effective-2.1.21.pdf>

Wyoming Department of Health, Division of Healthcare Financing
 Comprehensive and Supports Waiver Rate Study SFY 2023
 Appendix G: Proposed Rates - All Models

Service	Level / Tier	Unit	Rates						
			Current Rate (SFY2021)	Original Model		50th Percentile Model		High-Need Model	
				Agency	Independent	Agency	Independent	Agency	Independent
Day Habilitation									
Adult Day Services	Basic	15 Minute	\$ 2.50	\$ 2.73	\$ 1.96	\$ 2.53	\$ 1.76	\$ 2.53	\$ 1.76
Adult Day Services	Intermediate	15 Minute	\$ 3.52	\$ 3.83	\$ 2.75	\$ 3.50	\$ 2.43	\$ 3.50	\$ 2.43
Adult Day Services	High	15 Minute	\$ 6.06	\$ 6.60	\$ 4.74	\$ 5.93	\$ 4.12	\$ 6.60	\$ 4.58
Adult Day Services	Basic	Daily	\$ 59.90	\$ 65.49	\$ 47.02	\$ 60.66	\$ 42.10	\$ 60.65	\$ 42.09
Adult Day Services	Intermediate	Daily	\$ 84.47	\$ 92.03	\$ 66.07	\$ 83.99	\$ 58.29	\$ 83.98	\$ 58.28
Adult Day Services	High	Daily	\$ 145.55	\$ 158.38	\$ 113.71	\$ 142.32	\$ 98.77	\$ 158.30	\$ 109.86
Behavioral Support Services	BCBA Level	15 Minute	\$ 23.92	\$ 31.65	\$ 22.72	\$ 31.64	\$ 21.96	\$ 31.63	\$ 21.95
Behavioral Support Services	BCaBA Level	15 Minute	\$ 8.96	\$ 20.13	\$ 14.45	\$ 20.12	\$ 13.96	\$ 20.12	\$ 13.96
Behavioral Support Services	RBT Level	15 Minute	\$ 6.62	\$ 18.86	\$ 13.54	\$ 18.85	\$ 13.08	\$ 18.85	\$ 13.08
Child Habilitation Services	Ages 0 – 12	15 Minute	\$ 3.09	\$ 4.07	\$ 2.92	\$ 3.58	\$ 2.48	\$ 3.58	\$ 2.48
Child Habilitation Services	Ages 13 – 17	15 Minute	\$ 3.83	\$ 4.07	\$ 2.92	\$ 3.58	\$ 2.48	\$ 3.58	\$ 2.48
Community Support Services	Basic	15 Minute	\$ 2.76	\$ 2.99	\$ 2.15	\$ 2.77	\$ 1.92	\$ 2.76	\$ 1.92
Community Support Services	Intermediate	15 Minute	\$ 4.17	\$ 4.51	\$ 3.24	\$ 4.10	\$ 2.85	\$ 4.10	\$ 2.85
Community Support Services	High	15 Minute	\$ 8.93	\$ 6.79	\$ 4.87	\$ 6.10	\$ 4.23	\$ 6.78	\$ 4.71
Community Support Services	Basic	Daily	\$ 66.22	\$ 71.88	\$ 51.61	\$ 66.37	\$ 46.06	\$ 66.36	\$ 46.05
Community Support Services	Intermediate	Daily	\$ 100.14	\$ 108.26	\$ 77.73	\$ 98.35	\$ 68.25	\$ 98.34	\$ 68.25
Community Support Services	High	Daily	\$ 214.33	\$ 162.84	\$ 116.91	\$ 146.33	\$ 101.55	\$ 162.76	\$ 112.95
Individual Habilitation Training	-	15 Minute	\$ 7.34	\$ 8.18	\$ 5.87	\$ 7.19	\$ 4.99	\$ 7.19	\$ 4.99
Residential Habilitation									
Community Living Services	Basic Individual	15 Minute	\$ 8.67	\$ 9.23	\$ 6.63	\$ 8.25	\$ 5.73	\$ 8.25	\$ 5.73
Community Living Services	Basic – Group of two	15 Minute	\$ 4.54	\$ 5.14	\$ 3.69	\$ 4.65	\$ 3.23	\$ 4.65	\$ 3.23
Community Living Services	Basic – Group of three or r	15 Minute	\$ 3.33	\$ 3.78	\$ 2.71	\$ 3.45	\$ 2.39	\$ 3.45	\$ 2.39
Community Living Services	Basic	Daily	\$ 93.39	\$ 149.67	\$ 107.46	\$ 133.66	\$ 92.76	\$ 133.65	\$ 92.75
Community Living Services	Level 3	Daily	\$ 125.05	\$ 158.54	\$ 113.83	\$ 141.58	\$ 98.25	\$ 141.57	\$ 98.25
Community Living Services	Level 4	Daily	\$ 165.89	\$ 194.33	\$ 139.52	\$ 173.54	\$ 120.43	\$ 173.53	\$ 120.43
Community Living Services	Level 5	Daily	\$ 241.59	\$ 284.07	\$ 203.95	\$ 253.68	\$ 176.05	\$ 282.74	\$ 196.21
Community Living Services	Level 6	Daily	\$ 411.51	\$ 485.47	\$ 348.55	\$ 433.54	\$ 300.87	\$ 484.12	\$ 335.97
Community Living Services	Host Home	Daily	\$ 242.59	\$ 290.02	\$ 208.22	\$ 255.01	\$ 177.00	\$ 255.00	\$ 177.00
Special Family Habilitation Home	-	Daily	\$ 242.60	\$ 290.02	\$ 208.22	\$ 255.01	\$ 177.00	\$ 255.00	\$ 177.00

Service	Level / Tier	Unit	Rates						
			Current Rate (SFY2021)	Original Model		50th Percentile Model		High-Need Model	
				Agency	Independent	Agency	Independent	Agency	Independent
Personal Care Services									
Companion Services	Individual	15 Minute	\$ 6.29	\$ 8.34	\$ 5.99	\$ 7.45	\$ 5.17	\$ 7.45	\$ 5.17
Companion Services	Group up to 3	15 Minute	\$ 3.14	\$ 3.42	\$ 2.46	\$ 3.12	\$ 2.17	\$ 3.12	\$ 2.17
Homemaker Services	-	15 Minute	\$ 6.28	\$ 6.49	\$ 4.66	\$ 6.49	\$ 4.50	\$ 6.49	\$ 4.50
Personal Care Services	-	15 Minute	\$ 6.17	\$ 8.09	\$ 5.81	\$ 7.22	\$ 5.01	\$ 7.22	\$ 5.01
Respite	Individual	15 Minute	\$ 6.29	\$ 8.23	\$ 5.91	\$ 7.35	\$ 5.10	\$ 7.35	\$ 5.10
Respite	Group	15 Minute	\$ 3.14	\$ 4.59	\$ 3.30	\$ 4.15	\$ 2.88	\$ 4.15	\$ 2.88
Respite	Individual	Daily	\$ 226.31	\$ 296.37	\$ 212.78	\$ 264.66	\$ 183.67	\$ 264.65	\$ 183.66
Respite	Group	Daily	\$ 113.15	\$ 165.12	\$ 118.55	\$ 149.26	\$ 103.58	\$ 149.25	\$ 103.58
Case Management									
Case Management	-	Month	\$ 282.16	\$ 334.97	\$ 240.50	\$ 334.86	\$ 232.38	\$ 334.81	\$ 232.35
Case Management	-	15 Minute	\$ 15.07	\$ 20.94	\$ 15.03	\$ 20.93	\$ 14.52	\$ 20.93	\$ 14.52
Other									
Cognitive Retraining	-	15 Minute	\$ 9.37	\$ 13.30	\$ 9.55	\$ 13.30	\$ 9.23	\$ 13.30	\$ 9.23
Crisis Intervention Support	-	15 Minute	\$ 7.52	\$ 8.81	\$ 6.33	\$ 8.81	\$ 6.11	\$ 8.81	\$ 6.11
Skilled Nursing Services	Registered Nurse (RN)	15 Minute	\$ 19.38	\$ 26.12	\$ 18.75	\$ 26.12	\$ 18.13	\$ 26.12	\$ 18.13
Skilled Nursing Services	Licensed Practical Nurse (L)	15 Minute	\$ 19.38	\$ 18.86	\$ 13.54	\$ 18.86	\$ 13.09	\$ 18.86	\$ 13.09
Supported Employment Services	Individual	15 Minute	\$ 7.92	\$ 9.04	\$ 6.49	\$ 8.07	\$ 5.60	\$ 8.07	\$ 5.60
Supported Employment Services	Group	15 Minute	\$ 2.62	\$ 3.03	\$ 2.18	\$ 2.79	\$ 1.94	\$ 2.79	\$ 1.94
Supported Employment Services	SEFA	15 Minute	\$ 7.92	\$ 9.04	\$ 6.49	\$ 8.07	\$ 5.60	\$ 8.07	\$ 5.60
Transportation Services	-	5 Mile Trip	\$ 11.57	\$ 14.48	\$ 10.40	\$ 13.30	\$ 9.23	\$ 13.30	\$ 9.23
Transportation Services	-	10 Mile Trip	\$ 14.79	\$ 17.89	\$ 12.84	\$ 16.71	\$ 11.60	\$ 16.71	\$ 11.60

Wyoming Department of Health, Division of Healthcare Financing
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 Appendix H: Fiscal Impact Summary

	Original Model		50th Percentile Model		High-Need Model	
	<i>Agency Only</i>	<i>Agency + Independent</i>	<i>Agency Only</i>	<i>Agency + Independent</i>	<i>Agency Only</i>	<i>Agency + Independent</i>
Current Payments	\$117,984,666					
Estimated Payments	\$139,056,981	\$134,357,632	\$125,743,426	\$121,192,506	\$130,664,524	\$125,873,347
Estimated Budget Impact	\$21,072,315	\$16,372,966	\$7,758,760	\$3,207,841	\$12,679,858	\$7,888,682
Percent Change	17.9%	13.9%	6.6%	2.7%	10.7%	6.7%
	The Original Model uses 75th percentile wages for Direct Care Workers and Job Coaches / Vocational Trainers, and 50th percentile for all other staff types.		The 50th Percentile Model uses 50th percentile wages for all staff types.		The High-Need Model uses 50th percentile wages for most staff types and uses 75th percentile wages for high-need tiered rates.	

Wyoming Department of Health, Division of Healthcare Financing
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 Appendix H: Fiscal Impact by Service, All Models

Service	Level / Tier	Unit	SFY19 Claims Data SFY19 Claims Payments - All	Estimated Payments						Estimated Budget Impact					
				Original Model		50th Percentile Model		High-Need Model		Original Model		50th Percentile Model		High-Need Model	
				Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates
Day Habilitation															
Adult Day Services	Basic	15 Minute	\$ 1,834,813	\$ 2,003,615	\$ 1,999,710	\$ 1,856,830	\$ 1,852,904	\$ 1,856,830	\$ 1,852,904	\$ 168,803	\$ 164,897	\$ 22,018	\$ 18,091	\$ 22,018	\$ 18,091
Adult Day Services	Intermediate	15 Minute	\$ 7,943,412	\$ 8,642,973	\$ 8,578,377	\$ 7,898,279	\$ 7,834,215	\$ 7,898,279	\$ 7,834,215	\$ 699,562	\$ 634,966	\$ (45,133)	\$ (109,197)	\$ (45,133)	\$ (109,197)
Adult Day Services	High	15 Minute	\$ 6,677,641	\$ 7,272,679	\$ 7,108,712	\$ 6,534,392	\$ 6,374,418	\$ 7,272,679	\$ 7,094,625	\$ 595,037	\$ 431,071	\$ (143,250)	\$ (303,223)	\$ 595,037	\$ 416,984
Adult Day Services	Basic	Daily	\$ 300	\$ 327	\$ 327	\$ 303	\$ 303	\$ 303	\$ 303	\$ 28	\$ 28	\$ 4	\$ 4	\$ 4	\$ 4
Adult Day Services	Intermediate	Daily	\$ 9,376	\$ 10,215	\$ 10,215	\$ 9,323	\$ 9,323	\$ 9,322	\$ 9,322	\$ 839	\$ 839	\$ (53)	\$ (53)	\$ (54)	\$ (54)
Adult Day Services	High	Daily	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Behavioral Support Services	BCBA Level	15 Minute	\$ 9,329	\$ 12,344	\$ 12,344	\$ 12,340	\$ 12,340	\$ 12,336	\$ 12,336	\$ 3,015	\$ 3,015	\$ 3,011	\$ 3,011	\$ 3,007	\$ 3,007
Behavioral Support Services	BCaBA Level	15 Minute	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Behavioral Support Services	RBT Level	15 Minute	\$ 861	\$ 2,452	\$ 2,452	\$ 2,451	\$ 2,451	\$ 2,451	\$ 2,451	\$ 1,591	\$ 1,591	\$ 1,590	\$ 1,590	\$ 1,590	\$ 1,590
Child Habilitation Services	Ages 0 – 12	15 Minute	\$ 560,974	\$ 738,888	\$ 720,620	\$ 649,931	\$ 632,527	\$ 649,931	\$ 632,527	\$ 177,914	\$ 159,646	\$ 88,957	\$ 71,553	\$ 88,957	\$ 71,553
Child Habilitation Services	Ages 13 – 17	15 Minute	\$ 690,664	\$ 733,943	\$ 703,675	\$ 645,581	\$ 616,745	\$ 645,581	\$ 616,745	\$ 43,279	\$ 13,011	\$ (45,083)	\$ (73,919)	\$ (45,083)	\$ (73,919)
Community Support Services	Basic	15 Minute	\$ 475,217	\$ 514,818	\$ 514,818	\$ 476,939	\$ 476,939	\$ 475,217	\$ 475,217	\$ 39,601	\$ 39,601	\$ 1,722	\$ 1,722	\$ -	\$ -
Community Support Services	Intermediate	15 Minute	\$ 2,656,757	\$ 2,873,375	\$ 2,858,459	\$ 2,612,159	\$ 2,597,423	\$ 2,612,159	\$ 2,597,423	\$ 216,618	\$ 201,702	\$ (44,598)	\$ (59,334)	\$ (44,598)	\$ (59,334)
Community Support Services	High	15 Minute	\$ 2,116,205	\$ 1,609,074	\$ 1,593,386	\$ 1,445,560	\$ 1,430,307	\$ 1,606,704	\$ 1,589,751	\$ (507,131)	\$ (522,819)	\$ (670,645)	\$ (685,898)	\$ (509,501)	\$ (526,454)
Community Support Services	Basic	Daily	\$ 3,576	\$ 3,882	\$ 3,882	\$ 3,584	\$ 3,584	\$ 3,583	\$ 3,583	\$ 306	\$ 306	\$ 8	\$ 8	\$ 8	\$ 8
Community Support Services	Intermediate	Daily	\$ 701	\$ 758	\$ 758	\$ 688	\$ 688	\$ 688	\$ 688	\$ 57	\$ 57	\$ (13)	\$ (13)	\$ (13)	\$ (13)
Community Support Services	High	Daily	\$ 13,074	\$ 9,933	\$ 9,933	\$ 8,926	\$ 8,926	\$ 9,928	\$ 9,928	\$ (3,141)	\$ (3,141)	\$ (4,148)	\$ (4,148)	\$ (3,146)	\$ (3,146)
Individual Habilitation Training	-	15 Minute	\$ 369,290	\$ 411,552	\$ 404,031	\$ 361,743	\$ 354,579	\$ 361,743	\$ 354,579	\$ 42,262	\$ 34,741	\$ (7,547)	\$ (14,711)	\$ (7,547)	\$ (14,711)
Residential Habilitation															
Community Living Services	Basic Individual	15 Minute	\$ 6,784,084	\$ 7,222,272	\$ 7,076,906	\$ 6,455,444	\$ 6,314,288	\$ 6,455,444	\$ 6,314,288	\$ 438,188	\$ 292,822	\$ (328,641)	\$ (469,797)	\$ (328,641)	\$ (469,797)
Community Living Services	Basic – Group of two	15 Minute	\$ 149,607	\$ 169,378	\$ 168,403	\$ 153,231	\$ 152,274	\$ 153,231	\$ 152,274	\$ 19,772	\$ 18,796	\$ 3,625	\$ 2,667	\$ 3,625	\$ 2,667
Community Living Services	Basic – Group of three or more	15 Minute	\$ 83,207	\$ 94,451	\$ 94,451	\$ 86,205	\$ 86,205	\$ 86,205	\$ 86,205	\$ 11,244	\$ 11,244	\$ 2,998	\$ 2,998	\$ 2,998	\$ 2,998
Community Living Services	Basic	Daily	\$ 2,070,456	\$ 3,318,184	\$ 3,285,133	\$ 2,963,242	\$ 2,931,215	\$ 2,963,021	\$ 2,930,996	\$ 1,247,728	\$ 1,214,677	\$ 892,786	\$ 860,759	\$ 892,564	\$ 860,539
Community Living Services	Level 3	Daily	\$ 8,266,930	\$ 10,480,921	\$ 10,335,747	\$ 9,359,712	\$ 9,219,030	\$ 9,359,051	\$ 9,218,379	\$ 2,213,990	\$ 2,068,817	\$ 1,092,782	\$ 952,099	\$ 1,092,121	\$ 951,448
Community Living Services	Level 4	Daily	\$ 13,821,789	\$ 16,191,381	\$ 15,859,562	\$ 14,459,179	\$ 14,137,667	\$ 14,458,346	\$ 14,136,852	\$ 2,369,592	\$ 2,037,773	\$ 637,390	\$ 315,878	\$ 636,557	\$ 315,063
Community Living Services	Level 5	Daily	\$ 21,027,994	\$ 24,725,453	\$ 23,759,686	\$ 22,080,307	\$ 21,144,529	\$ 24,609,690	\$ 23,566,714	\$ 3,697,459	\$ 2,731,693	\$ 1,052,314	\$ 116,535	\$ 3,581,696	\$ 2,538,720
Community Living Services	Level 6	Daily	\$ 12,172,877	\$ 14,360,688	\$ 13,357,612	\$ 12,824,547	\$ 11,852,579	\$ 14,320,754	\$ 13,235,389	\$ 2,187,811	\$ 1,184,735	\$ 651,669	\$ (320,298)	\$ 2,147,876	\$ 1,062,512
Community Living Services	Host Home	Daily	\$ 1,641,121	\$ 1,961,985	\$ 1,466,441	\$ 1,725,143	\$ 1,252,558	\$ 1,725,075	\$ 1,252,551	\$ 320,864	\$ (174,680)	\$ 84,021	\$ (388,563)	\$ 83,954	\$ (388,570)
Special Family Habilitation Home	-	Daily	\$ 669,819	\$ 800,745	\$ 598,372	\$ 704,083	\$ 511,086	\$ 704,055	\$ 511,083	\$ 130,927	\$ (71,447)	\$ 34,264	\$ (158,733)	\$ 34,236	\$ (158,736)

Service	Level / Tier	Unit	SFY19 Claims Data SFY19 Claims Payments - All	Estimated Payments						Estimated Budget Impact					
				Original Model		50th Percentile Model		High-Need Model		Original Model		50th Percentile Model		High-Need Model	
				Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates
Personal Care Services															
Companion Services	Individual	15 Minute	\$ 8,058,710	\$ 10,685,158	\$ 10,177,821	\$ 9,544,895	\$ 9,052,692	\$ 9,544,895	\$ 9,052,692	\$ 2,626,448	\$ 2,119,111	\$ 1,486,185	\$ 993,982	\$ 1,486,185	\$ 993,982
Companion Services	Group up to 3	15 Minute	\$ 647,675	\$ 705,430	\$ 703,600	\$ 643,550	\$ 641,730	\$ 643,550	\$ 641,730	\$ 57,754	\$ 55,925	\$ (4,125)	\$ (5,945)	\$ (4,125)	\$ (5,945)
Homemaker Services	-	15 Minute	\$ 328,174	\$ 339,148	\$ 324,748	\$ 339,148	\$ 323,519	\$ 339,148	\$ 323,519	\$ 10,974	\$ (3,426)	\$ 10,974	\$ (4,655)	\$ 10,974	\$ (4,655)
Personal Care Services	-	15 Minute	\$ 2,349,252	\$ 3,080,300	\$ 2,842,140	\$ 2,749,044	\$ 2,518,248	\$ 2,749,044	\$ 2,518,248	\$ 731,048	\$ 492,888	\$ 399,792	\$ 168,996	\$ 399,792	\$ 168,996
Respite	Individual	15 Minute	\$ 4,104,495	\$ 5,370,429	\$ 5,166,615	\$ 4,796,191	\$ 4,598,588	\$ 4,796,191	\$ 4,598,588	\$ 1,265,933	\$ 1,062,119	\$ 691,696	\$ 494,092	\$ 691,696	\$ 494,092
Respite	Group	15 Minute	\$ 89,057	\$ 130,182	\$ 123,898	\$ 117,702	\$ 111,516	\$ 117,702	\$ 111,516	\$ 41,125	\$ 34,841	\$ 28,646	\$ 22,459	\$ 28,646	\$ 22,459
Respite	Individual	Daily	\$ 1,153,502	\$ 1,510,598	\$ 1,465,209	\$ 1,348,972	\$ 1,304,993	\$ 1,348,921	\$ 1,304,944	\$ 357,096	\$ 311,706	\$ 195,470	\$ 151,491	\$ 195,419	\$ 151,442
Respite	Group	Daily	\$ 16,294	\$ 23,777	\$ 23,777	\$ 21,493	\$ 21,493	\$ 21,492	\$ 21,492	\$ 7,484	\$ 7,484	\$ 5,200	\$ 5,200	\$ 5,198	\$ 5,198
Case Management															
Case Management	-	Month	\$ 7,530,004	\$ 8,939,344	\$ 8,932,354	\$ 8,936,409	\$ 8,928,826	\$ 8,935,074	\$ 8,927,492	\$ 1,409,340	\$ 1,402,350	\$ 1,406,405	\$ 1,398,822	\$ 1,405,071	\$ 1,397,489
Case Management	-	15 Minute	\$ 198,261	\$ 275,487	\$ 275,368	\$ 275,355	\$ 275,227	\$ 275,355	\$ 275,227	\$ 77,226	\$ 77,108	\$ 77,094	\$ 76,966	\$ 77,094	\$ 76,966
Other															
Cognitive Retraining	-	15 Minute	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Crisis Intervention Support	-	15 Minute	\$ 117,350	\$ 137,480	\$ 137,480	\$ 137,480	\$ 137,480	\$ 137,480	\$ 137,480	\$ 20,130	\$ 20,130	\$ 20,130	\$ 20,130	\$ 20,130	\$ 20,130
Skilled Nursing Services	Registered Nurse (RN)	15 Minute	\$ 370,487	\$ 499,336	\$ 480,624	\$ 499,336	\$ 479,041	\$ 499,336	\$ 479,041	\$ 128,849	\$ 110,136	\$ 128,849	\$ 108,554	\$ 128,849	\$ 108,554
Skilled Nursing Services	Licensed Practical Nurse (LPN)	15 Minute	\$ 19,477	\$ 18,954	\$ 18,247	\$ 18,954	\$ 18,187	\$ 18,954	\$ 18,187	\$ (523)	\$ (1,230)	\$ (523)	\$ (1,290)	\$ (523)	\$ (1,290)
Supported Employment Services	Individual	15 Minute	\$ 1,245,610	\$ 1,421,757	\$ 1,408,426	\$ 1,269,201	\$ 1,256,290	\$ 1,269,201	\$ 1,256,290	\$ 176,147	\$ 162,815	\$ 23,591	\$ 10,680	\$ 23,591	\$ 10,680
Supported Employment Services	Group	15 Minute	\$ 405,351	\$ 468,783	\$ 468,783	\$ 431,652	\$ 431,652	\$ 431,652	\$ 431,652	\$ 63,433	\$ 63,433	\$ 26,301	\$ 26,301	\$ 26,301	\$ 26,301
Supported Employment Services	SEFA	15 Minute	\$ 2,162	\$ 2,468	\$ 2,468	\$ 2,203	\$ 2,203	\$ 2,203	\$ 2,203	\$ 306	\$ 306	\$ 41	\$ 41	\$ 41	\$ 41
Transportation Services	-	5 Mile Trip	\$ 1,493	\$ 1,868	\$ 1,868	\$ 1,716	\$ 1,716	\$ 1,716	\$ 1,716	\$ 375	\$ 375	\$ 223	\$ 223	\$ 223	\$ 223
Transportation Services	-	10 Mile Trip	\$ 2,411	\$ 2,916	\$ 2,916	\$ 2,724	\$ 2,724	\$ 2,724	\$ 2,724	\$ 505	\$ 505	\$ 313	\$ 313	\$ 313	\$ 313

Service	Level / Tier	Unit	SFY19 Claims Data	Estimated Payments						Estimated Budget Impact					
				Original Model		50th Percentile Model		High-Need Model		Original Model		50th Percentile Model		High-Need Model	
				Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates	Assumes Agency Rates Only	Assumes Independent & Agency Rates
Services Excluded from Rate Study															
Community Living Services	Participant-Directed Level 3	15 Minute	\$ 764,697	\$ 764,697	\$ 764,697	\$ 764,697	\$ 764,697	\$ 764,697	\$ 764,697	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dietician Services	-	Session	\$ 4,720	\$ 4,720	\$ 4,720	\$ 4,720	\$ 4,720	\$ 4,720	\$ 4,720	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Environmental Modification	New	Per Event	\$ 5,466	\$ 5,466	\$ 5,466	\$ 5,466	\$ 5,466	\$ 5,466	\$ 5,466	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Environmental Modification	Repair	Per Event	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Occupational Therapy	Individual	15 Minute	\$ 192,084	\$ 192,084	\$ 192,084	\$ 192,084	\$ 192,084	\$ 192,084	\$ 192,084	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Occupational Therapy	Group	Session	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Physical Therapy	Individual	15 Minute	\$ 56,692	\$ 56,692	\$ 56,692	\$ 56,692	\$ 56,692	\$ 56,692	\$ 56,692	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Physical Therapy	Group	Session	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Skilled Nursing Services	Skilled Nursing Assessment	Session	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Specialized Equipment	New	Per Event	\$ 96,148	\$ 96,148	\$ 96,148	\$ 96,148	\$ 96,148	\$ 96,148	\$ 96,148	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Specialized Equipment	Repair	Per Event	\$ 2,820	\$ 2,820	\$ 2,820	\$ 2,820	\$ 2,820	\$ 2,820	\$ 2,820	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Speech, Language, and Hearing	Individual	Session	\$ 154,652	\$ 154,652	\$ 154,652	\$ 154,652	\$ 154,652	\$ 154,652	\$ 154,652	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Speech, Language, and Hearing	Group	Session	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Eliminated Services															
Prevoc			\$ 670	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (670)	\$ (670)	\$ (670)	\$ (670)	\$ (670)	\$ (670)
Prevoc			\$ 1,046	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (1,046)	\$ (1,046)	\$ (1,046)	\$ (1,046)	\$ (1,046)	\$ (1,046)
Prevoc			\$ 464	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (464)	\$ (464)	\$ (464)	\$ (464)	\$ (464)	\$ (464)
Support Broker			\$ 563	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (563)	\$ (563)	\$ (563)	\$ (563)	\$ (563)	\$ (563)
Goods & Services			\$ 14,807	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (14,807)	\$ (14,807)	\$ (14,807)	\$ (14,807)	\$ (14,807)	\$ (14,807)
TOTAL			\$ 117,984,666	\$ 139,056,981	\$ 134,357,632	\$ 125,743,426	\$ 121,192,506	\$ 130,664,524	\$ 125,873,347	\$ 21,072,315	\$ 16,372,966	\$ 7,758,760	\$ 3,207,841	\$ 12,679,858	\$ 7,888,682

Notes:

*For skilled nursing, this analysis assumes 95% of claims are billed at the RN rate and 5% of claims are billed at the LPN rate.
 *For BSS, this analysis assumes 75% of services are delivered by BCBA, 25% delivered by RBT, 0% delivered by BCaBA, based on input from BSS providers.