

# ***Division of Long Term Supports and Services Bureau of Developmental Services***

**Rate Structure Work Group  
June 9, 2023**



# Agenda

## Agenda for 6/09 Meeting

- Share feedback received for the Direct Support Professional (DSP) wages

**This Rate Setting Work Group is open to the public. Members of the public may ask questions through the Q&A or Chat features.**

**This structure ensures that the Department can engage a diverse group of stakeholders in substantive dialogue while also providing transparency and general updates to the general public.**

If you are a member of the public and have questions about the Rate Setting Work Group and/or its work, please contact us at [BDSRateStructureWorkgroup@dhhs.nh.gov](mailto:BDSRateStructureWorkgroup@dhhs.nh.gov) and we will respond as soon as possible.



# Feedback Received for Direct Support Professional Wages



# Direct Support Professional (DSP) Wage Feedback

- Wages presented today are for informational purposes only. The information is still in draft form and is subject to change.
- Wages presented do not consider various levels of service supports, which include providing services to individuals who may have additional medical and/or behavioral health care needs.
  - These considerations will be evaluated as service rates are developed.
- During the May meeting, Rate Work Group committee members were asked to reach out to families and other service providers for feedback.
- We received five (5) responses.
- **REMINDER:** The wages here do not represent the fully calculated rate for services.



# Service Coordinator Wages - DRAFT

Source	Hourly Wage
Bureau of Developmental Services (BDS) Originally Proposed Wage	\$30.77
Cost Report Weighted Average	\$21.31
BDS Revised Proposed Wage, Considering Feedback	\$30.77

- Two responses suggested BDS consider looking at using Occupation Code 11-9151 – Social and Community Service Managers
- One response suggested BDS consider looking at Occupation Code 21-1094 – Community Health Workers
- Weighting of the proposed occupations codes in the feedback was consistent with BDS proposed weights
- The BDS proposed wage is representative of the wages received from feedback



# Service Coordinator Wages - DRAFT

## Original BDS Proposed Wage

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Service Coordination</b>	100%	<b>\$30.77</b>	
21-1018 - Substance Abuse, Behavioral Disorder, and Mental Health Counselors	50%	\$24.76	Bachelor's
21-1022 - Healthcare Social Workers	50%	\$36.77	Master's

## Revised BDS Proposed Wage – Considering Feedback

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Service Coordination</b>	100%	<b>\$30.77</b>	
21-1018 - Substance Abuse, Behavioral Disorder, and Mental Health Counselors	50%	\$24.76	Bachelor's
21-1022 - Healthcare Social Workers	50%	\$36.77	Master's



# Day Habilitation/Community Participation Services (CPS) Wages - **DRAFT**

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Source	Hourly Wage
Bureau of Developmental Services (BDS) Originally Proposed Wage	\$19.37
Cost Report Weighted Average	\$16.33
BDS Revised Proposed Wage, Considering Feedback	\$20.09

- Three responses indicated using occupation code 21-1015 – Rehabilitation Counselors in addition to or in place of the BDS recommended occupation codes.
- The BDS is proposing to update the wage calculation to include this occupation code in addition to the original proposed wage and modified the proposed wage.



# Day Habilitation/Community Participation Services (CPS) Wages - **DRAFT**

## Original BDS Proposed Wage

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Day Habilitation</b>	100%	<b>\$19.37</b>	
31-1120 - Home Health and Personal Care Aides	30%	\$16.72	High School
31-1133 - Psychiatric Aides	30%	\$25.28	High School
39-9032 - Recreation Workers	40%	\$16.92	High School

## Revised BDS Proposed Wage – Considering Feedback

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Day Habilitation</b>	100%	<b>\$20.09</b>	
31-1120 - Home Health and Personal Care Aides	<b>15%</b>	\$16.72	High School
31-1133 - Psychiatric Aides	<b>25%</b>	\$25.28	High School
39-9032 - Recreation Workers	40%	\$16.92	High School
<b>21-1015 - Rehabilitation Counselors</b>	<b>20%</b>	\$22.47	Master's





# Community Support Services (CSS) Wages - DRAFT

Source	Hourly Wage
Bureau of Developmental Services (BDS) Originally Proposed Wage	\$22.75
Cost Report Weighted Average	\$15.67
BDS Revised Proposed Wage, Considering Feedback	\$22.75

- Four of the responses received agreed with the occupation codes proposed by BDS
- One response did recommend using occupation codes 21-1094 – Community Health Workers and 21-1015 Rehabilitation Counselors in addition to the proposed occupation codes
- The BDS proposed wage is representative of the wages received from feedback



# Community Support Services (CSS) Wages - DRAFT

## Original BDS Proposed Wage

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Community Support Services</b>	100%	<b>\$22.75</b>	
21-1093 - Social and Human Service Assistants	50%	\$20.21	High School
31-1133 - Psychiatric Aides	50%	\$25.28	High School

## Revised BDS Proposed Wage – Considering Feedback

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Community Support Services</b>	100%	<b>\$22.75</b>	
21-1093 - Social and Human Service Assistants	50%	\$20.21	High School
31-1133 - Psychiatric Aides	50%	\$25.28	High School



# Crisis Wages - DRAFT

Source	Hourly Wage
Bureau of Developmental Services (BDS) Originally Proposed Wage	\$22.72
Cost Report Weighted Average	\$15.43
BDS Revised Proposed Wage, Considering Feedback	\$22.72

- One response indicated using occupation code 21-1022 – Healthcare Social Workers to account for the technical assistance provided by supervisors.
  - Considerations for that role of the service should be accounted for in the Program Related Expenses (PRE) component of the rate.
- Others recommended using occupation code 21-1094 – Community Health workers and 21-1093 – Social and Human Service Assistants
- The BDS proposed wage is representative of the wages received from feedback



# Crisis Wages - DRAFT

## Original BDS Proposed Wage

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Crisis</b>	100%	<b>\$22.72</b>	
31-1120 - Home Health and Personal Care Aides	30%	\$16.72	High School
31-1133 - Psychiatric Aides	70%	\$25.28	High School

## Revised BDS Proposed Wage – Considering Feedback

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Crisis</b>	100%	<b>\$22.72</b>	
31-1120 - Home Health and Personal Care Aides	30%	\$16.72	High School
31-1133 - Psychiatric Aides	70%	\$25.28	High School



# Staffed Residential Wages - DRAFT

Source	Hourly Wage
Bureau of Developmental Services (BDS) Originally Proposed Wage	\$18.45
Cost Report Weighted Average	\$16.56
BDS Revised Proposed Wage, Considering Feedback	\$21.88

- Four of the five responses agreed with the occupation codes proposed by BDS
- Feedback received indicated a higher weight should be placed on occupation code 31-1133 – Psychiatric Aides
- One response suggested consideration of occupation codes 21-1091 Health Education Specialists and 29-2061 Licensed Practical and Licensed Vocational Nurses
- BDS revised the proposed wage to factor in the change of weights to each occupation code



# Staffed Residential Wages - DRAFT

## Original BDS Proposed Wage

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Staffed Residential</b>	100%	<b>\$18.45</b>	
31-1120 - Home Health and Personal Care Aides	70%	\$16.72	High School
31-1133 - Psychiatric Aides	20%	\$25.28	High School
39-9032 - Recreation Workers	10%	\$16.92	High School

## Revised BDS Proposed Wage – Considering Feedback

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Staffed Residential</b>	100%	<b>\$21.88</b>	
31-1120 - Home Health and Personal Care Aides	<b>30%</b>	\$16.72	High School
31-1133 - Psychiatric Aides	<b>60%</b>	\$25.28	High School
39-9032 - Recreation Workers	10%	\$16.92	High School

- BDS is recommending a consistent base wage for all residential services



# Residential Support Staff Wages for Staff to Assist Enhanced Family Care Providers - **DRAFT**

Source	Hourly Wage
Bureau of Developmental Services (BDS) Originally Proposed Wage	\$18.45
Cost Report Weighted Average	\$19.66
BDS Revised Proposed Wage, Considering Feedback	\$21.88

- Four of the five responses agreed with the occupation codes proposed by BDS
- One response stated occupation code 21-1015 - Rehabilitation Counselors should be considered
- Feedback received indicated a higher weight should be placed on occupation code 31-1133 – Psychiatric Aides
- BDS revised the proposed wage to factor in the change of weights to each occupation code



# Residential Support Staff Wages for Staff to Assist Enhanced Family Care Providers - **DRAFT**

## Original BDS Proposed Wage

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Residential Support Staff to Assist Enhanced Family Care Provider</b>	100%	<b>\$18.45</b>	
31-1120 - Home Health and Personal Care Aides	70%	\$16.72	High School
31-1133 - Psychiatric Aides	20%	\$25.28	High School
39-9032 - Recreation Workers	10%	\$16.92	High School

## Revised BDS Proposed Wage – Considering Feedback

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Residential Support Staff to Assist Enhanced Family Care Provider</b>	100%	<b>\$21.88</b>	
31-1120 - Home Health and Personal Care Aides	<b>30%</b>	\$16.72	High School
31-1133 - Psychiatric Aides	<b>60%</b>	\$25.28	High School
39-9032 - Recreation Workers	10%	\$16.92	High School

- BDS is recommending a consistent base wage for all residential services





# HE-M 521 and HE-M 525 Residential Services Wages

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Source	Hourly Wage
Bureau of Developmental Services (BDS) Originally Proposed Wage	\$18.45
Cost Report Weighted Average	\$15.53
BDS Revised Proposed Wage, Considering Feedback	\$21.88

- Three of the five responses agreed with the occupation codes proposed by BDS
- One response indicated occupation code 21-1015 Rehabilitation Counselors and 29-2061 Licensed Practical and Licensed Vocational Nurses should be considered
- Feedback received indicated a higher weight should be placed on occupation code 31-1133 – Psychiatric Aides
- BDS revised the proposed wage to factor in the change of weights to each occupation code



# HE-M 521 and HE-M 525 Residential Services Wages

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## Original BDS Proposed Wage

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>He-M 521 and 525 - Residential Services</b>	100%	<b>\$18.45</b>	
31-1120 - Home Health and Personal Care Aides	70%	\$16.72	High School
31-1133 - Psychiatric Aides	20%	\$25.28	High School
39-9032 - Recreation Workers	10%	\$16.92	High School

## Revised BDS Proposed Wage – Considering Feedback

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>He-M 521 and 525 - Residential Services</b>	100%	<b>\$21.88</b>	
31-1120 - Home Health and Personal Care Aides	<b>30%</b>	\$16.72	High School
31-1133 - Psychiatric Aides	<b>60%</b>	\$25.28	High School
39-9032 - Recreation Workers	10%	\$16.92	High School

- BDS is recommending a consistent base wage for all residential services



# Respite Wages - DRAFT

Source	Hourly Wage
Bureau of Developmental Services (BDS) Originally Proposed Wage	\$16.72
Cost Report Weighted Average	\$13.33
BDS Revised Proposed Wage, Considering Feedback	\$16.72

- Three of the five responses agreed with the occupation code proposed by BDS
- One of the responses noted consider occupation code 31-1133 Psychiatric Aides in addition to the proposed occupation code
- One of the responses noted consider occupation code 31-1131 Nursing Assistants in addition to the proposed occupation code



# Respite Wages - DRAFT

## Original BDS Proposed Wage

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Respite</b>	100%	<b>\$16.72</b>	
31-1120 - Home Health and Personal Care Aides	100%	\$16.72	High School

## Revised BDS Proposed Wage – Considering Feedback

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Respite</b>	100%	<b>\$16.72</b>	
31-1120 - Home Health and Personal Care Aides	100%	\$16.72	High School



# Supported Employment Wages - DRAFT

Source	Hourly Wage
Bureau of Developmental Services (BDS) Originally Proposed Wage	\$22.47
Cost Report Weighted Average	\$16.35
BDS Revised Proposed Wage, Considering Feedback	\$22.47

- All five responses agreed with the occupation code proposed by BDS
- No additional occupation code recommendations were provided



# Supported Employment Wages - DRAFT

## Original BDS Proposed Wage

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Supported Employment</b>	100%	<b>\$22.47</b>	
21-1015 - Rehabilitation Counselors	100%	\$22.47	Master's

## Revised BDS Proposed Wage – Considering Feedback

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Supported Employment</b>	100%	<b>\$22.47</b>	
21-1015 - Rehabilitation Counselors	100%	\$22.47	Master's



# Specialty Services Level 1 Wages - DRAFT

Source	Hourly Wage
Bureau of Developmental Services (BDS) Originally Proposed Wage	\$36.95
Cost Report Weighted Average <small>Note: Cost Report did not differentiate between Specialty Services Level 1 and Level 2</small>	\$24.31
BDS Revised Proposed Wage, Considering Feedback	\$36.95

- Four of the five responses agreed with the occupation codes proposed by BDS
- One response indicated to only use occupation code 21-1022 – Healthcare Social Workers.
- Three of the five responses agreed with the BDS proposed weighting of occupational codes.



# Specialty Services Level 1 Wages - DRAFT

## Original BDS Proposed Wage

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Specialty Level 1</b>	100%	<b>\$36.95</b>	
21-1022 - Healthcare Social Workers	90%	\$36.77	Master's
19-3033 - Clinical and Counseling Psychologists	10%	\$38.60	Professional

## Revised BDS Proposed Wage – Considering Feedback

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Specialty Level 1</b>	100%	<b>\$36.95</b>	
21-1022 - Healthcare Social Workers	90%	\$36.77	Master's
19-3033 - Clinical and Counseling Psychologists	10%	\$38.60	Professional





# Specialty Services Level 2 Wages - DRAFT

Source	Hourly Wage
Bureau of Developmental Services (BDS) Originally Proposed Wage	\$46.51
Cost Report Weighted Average <small>Note: Cost Report did not differentiate between Specialty Services Level 1 and Level 2</small>	\$24.31
BDS Revised Proposed Wage, Considering Feedback	\$54.42

- All five responses agreed with the occupation code proposed by BDS
- Three responses indicated the weights used for the proposed occupation codes should be modified
- BDS revised the proposed wage to factor in the change of weights to each occupation code



# Specialty Services Level 2 Wages - DRAFT

## Original BDS Proposed Wage

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Specialty Level 2</b>	100%	<b>\$46.51</b>	
19-3033 - Clinical and Counseling Psychologists	90%	\$38.60	Professional
29-1223 - Psychiatrists	10%	\$117.72	Professional

## Revised BDS Proposed Wage – Considering Feedback

Occupation Code	Weight %	Median + 10.31% Inflation	Education
<b>Specialty Level 2</b>	100%	<b>\$54.42</b>	
19-3033 - Clinical and Counseling Psychologists	<b>80%</b>	\$38.60	Professional
29-1223 - Psychiatrists	<b>20%</b>	\$117.72	Professional



# Questions?

