#### DMH RESPITE - BLENDED CAPACITY MODELS

1/5/2017												
				MASTER	DATA LOOKUP TABLE							
BENCHMARK SALARIES					SOURCE							
Program Function Manager	\$ 7	75,589	101 CMR 42	21.00: Rates	for Adult Housing and Community Support Services (weighted average Program Function Manager)							
Program Director	\$ 5	4,266	101 CMR 42	21.00: Rates	for Adult Housing and Community Support Services (weighted average Program Director)							
LPHA	\$ 5	3,772	101 CMR 42	21.00: Rates	for Adult Housing and Community Support Services (weighted average LICSW)							
APRN	\$ 9	0,484	101 CMR 42	21.00: Rates	for Adult Housing and Community Support Services (weighted average RN-Masters)							
RN	\$ 6	52,729	101 CMR 42	21.00: Rates	for Adult Housing and Community Support Services (weighted average RN-Non Masters)							
LPN	\$ 4	18,357	101 CMR 42	21.00: Rates	for Adult Housing and Community Support Services (weighted average LPN)							
DC Blend (I + II )	\$ 2	28,225	101 CMR 421.00: Rates for Adult Housing and Community Support Services (average of DC I + II at 65th percentile)									
Relief	\$ 2	28,225	101 CMR 421.00: Rates for Adult Housing and Community Support Services (average of DC I + II at 65th percentile)									
DC Blend (I + II ) Mobile	\$ 2	28,225	101 CMR 421.00: Rates for Adult Housing and Community Support Services (average of DC I + II at 65th percentile)									
Peer & Family Specialist	\$ 2	28,225	101 CMR 42	21.00: Rates	for Adult Housing and Community Support Services (average of DC I + II at 65th percentile)							
Clerical Support	\$ 2	7,811	101 CMR 42	for Adult Housing and Community Support Services (average of DC I + II at 60th percentile)								
LEVEL	,	A	В	С								
FTEs Average Site	_	6	9	13								
Average Mobile		4	10	32								
Program Function Manager	0.0	05	0.05	0.11	Purchaser Recommendation							
Program Director	1.0	00	1.15	2.17	Purchaser Recommendation							
LPHA	0.0	60	0.65	1.30	Purchaser Recommendation							
APRN	0.3	10	0.15	0.22	Purchaser Recommendation							
RN	0.5	50	0.55	1.08	Purchaser Recommendation							
LPN	0.5	50	0.55	1.08	Purchaser Recommendation							
DC Blend (I + II)	4.3	20	5.46	9.10	Purchaser Recommendation							
					101 CMR 420.00: Rates for Adult Long Term Residential Services (15.4% * LPHA, APRN, RN, LPN, DC							
Relief	0.9		1.13	1.97	Blend)							
DC Blend (I + II ) Mobile Peer & Family Specialist		40 40	3.50 0.52	11.20 0.87	Purchaser Recommendation Purchaser Recommendation							
Clerical Support	0.5		0.32	0.87	Purchaser Recommendation							
Total FTEs by Capacity	9.5		14.04	29.64	Purchaser Recommendation							
RENCHMARK EXPENSES	9.	91	14.04	29.04								
Tax & Fringe	,	22.60%	FY16 Contra	act Data								
Occupancy		1.202			ation at 35th percentile and scaled per model							
Mobile Transportation (per Mobile DC FTE)		3.285			ation (20 miles per day*365 days*\$.45 per mile)							
Meals (per bed day)	Ś	8.16			for Adult Long Term Residential Services							
Other Expenses (per FTE)		1.669	FY16 Contra									
Direct Admin Expenses (per FTE)		1.121	FY16 Contra									
Admin Allocation		12.00%										
CAF					7/1/17 - 6/30/19							
		J.43/b	PP3E L11D -	rospective	(14) × (14) (14)							

Maximum Site Capacity		13			
Average Site Capacity		6	TOTAL UNITS		2.190
Average Mobile Capacity		4	TOTAL UNITS		487
Position		Salary	FTE		Expense
Program Function Manager	\$	75,589	0.05	\$	3,779
Program Director	\$	54,266	1.00	\$	54,266
LPHA	\$	53,772	0.60	\$	32,263
APRN	\$	90,484	0.10	\$	9,048
RN	\$	62,729	0.50	\$	31,364
LPN	\$	48,357	0.50	\$	24,178
DC Blend (I + II )	\$	28,225	4.20	\$	118,544
Relief	\$	28,225	0.91	\$	25,645
DC Blend (I + II ) Mobile	\$	28,225	1.40	\$	39,515
Peer & Family Specialist	\$	28,225	0.40	\$	11,290
Clerical Support	s	27.811	0.25	s	6.953
Total Program Staff			9.91	s	356,847
Total Compensation				\$	437,504
Program Expenses					
Occupancy			\$ 51,202	\$	51,202
Mobile Transportation (per Mobile DC FTE)			\$ 3,285	\$	4,599
Meals (per bed day)			\$ 8.16	\$	17,870
Other Expenses (per FTE)			\$ 1,669	\$	16,537
Direct Admin Expenses (per FTE)			\$ 1,121	\$	11,108
Total Expenses				\$	101,317
Total Reimb excl M&G				\$	538,821
Admin. Allocation		12.00%		\$	64,659
TOTAL PROGRAM COST				\$	603,479
CAF:		5.43%		\$	636,252
Per Bed day:				\$	290.53

DMH RESPITE -	su48 -		ioaei - Level B				IE - 3048		Model - Level C		
Maximum Site Capacity		20				Maximum Site Capacity		34			
Average Site Capacity		9	TOTAL UNITS		3,285	Average Site Capacity		13	TOTAL UNITS		4,745
Average Mobile Capacity		10	TOTAL UNITS		1,217	Average Mobile Capacity		32	TOTAL UNITS		5,840
Position		Salary	FTE		Expense	Position		Salary	FTE		Expense
Program Function Manager	\$	75,589	0.05	\$	3,779	Program Function Manager	\$	75,589	0.11	\$	8,
Program Director	\$	54,266	1.15	\$	62,406	Program Director	\$	54,266	2.17	\$	117,
LPHA	\$	53,772	0.65	\$	34,952	LPHA	\$	53,772	1.30	\$	69,
APRN	\$	90,484	0.15	\$	13,573	APRN	\$	90,484	0.22	\$	19,
RN	\$	62,729	0.55	\$	34,501	RN	\$	62,729	1.08	\$	67,
LPN	\$	48,357	0.55	\$	26,596	LPN	\$	48,357	1.08	\$	52,
DC Blend (I + II )	\$	28,225	5.46	\$	154,108	DC Blend (I + II )	\$	28,225	9.10	\$	256,
Relief	\$	28,225	1.13	\$	31,991	Relief	\$	28,225	1.97	\$	55,5
DC Blend (I + II ) Mobile	\$	28,225	3.50	\$	98,787	DC Blend (I + II ) Mobile	\$	28,225	11.20	\$	316,
Peer & Family Specialist	\$	28,225	0.52	\$	14,677	Peer & Family Specialist	\$	28,225	0.87	\$	24,
Clerical Support	\$	27,811	0.33	\$	9,039	Clerical Support	\$	27,811	0.54	\$	15,
Total Program Staff			14.04	s	484,408	Total Program Staff			29.64	s	1.003.
Total Compensation Program Expenses				\$	593,898	Total Compensation  Program Expenses				\$	1,230,
Occupancy			S 51.202	ė	66.562	Occupancy			S 51.202	e	89
Occupancy			3 31,202	,	00,302	Occupancy			3 31,202	,	03,
Mobile Transportation (per Mobile DC	FTE)		\$ 3,285	\$	11,498	Mobile Transportation (per Mobi	le DC FTE)		\$ 3,285	\$	36,
Meals (per bed day)			\$ 8.16	\$	26,806	Meals (per bed day)			\$ 8.16	\$	38,
Other Expenses (per FTE)			\$ 1,669	\$	23,430	Other Expenses (per FTE)			\$ 1,669	\$	49,
Direct Admin Expenses (per FTE)			\$ 1,121	\$	15,738	Direct Admin Expenses (per FTE)			\$ 1,121	\$	33,
Total Expenses				\$	144,033	Total Expenses				\$	247,
				s		Total Reimb excl M&G				S	
				\$	737,931					_	1,478,
Total Reimb excl M&G					88.552	Admin. Allocation		12.00%		\$	177,
		12.00%		,	00,332						
Total Reimb excl M&G Admin. Allocation		12.00%		\$	826,483	TOTAL PROGRAM COST				\$	1,655,
Total Reimb excl M&G		12.00%				TOTAL PROGRAM COST  CAF:		5.43%		<b>\$</b>	1,655,
Total Reimb excl M&G Admin. Allocation TOTAL PROGRAM COST				\$	826,483			5.43%		_	

#### DMH RESPITE - PEER MODEL

1/17/2017

1/17/2017									
		MASTER DATA LOOKUP TABLE							
BENCHMARK SALARIES		SOURCE							
Program Function Manager	\$ 75,589	101 CMR 421.00: Rates for Adult Housing and Community Support Services (weighted average Program Function Manager)							
Program Director	\$ 54,266	101 CMR 421.00: Rates for Adult Housing and Community Support Services (weighted average Program Director)							
Peer & Family Specialist	\$ 28,225	101 CMR 421.00: Rates for Adult Housing and Community Support Services (average of DC I + II at 65th percentile)							
DC Blend (I + II)	\$ 28,225	101 CMR 421.00: Rates for Adult Housing and Community Support Services (average of DC I + II at 65th percentile)							
Relief	\$ 28,225	101 CMR 421.00: Rates for Adult Housing and Community Support Services (average of DC I + II at 65th percentile)							
Clerical Support	\$ 27,811	101 CMR 421.00: Rates for Adult Housing and Community Support Services (average of DCI+II at 60th percentile)							
	FTEs								
Program Function Manager	0.05	Purchaser Recommendation							
Program Director	1.00	FY16 PEER Contract Data							
Peer & Family Specialist	2.00	FY16 PEER Contract Data							
DC Blend (I + II)	4.00	Purchaser Recommendation							
Relief	0.62	101 CMR 420.00: Rates for Adult Long Term Residential Services (15.4% relief factor)							
Clerical Support	0.25	Purchaser Recommendation							
BENCHMARK EXPENSES									
Tax & Fringe	22.60%	FY16 Contract Data							
Occupancy (per site)	\$ 51,202	Benchmarked to Blended Model Level A - Scaled to Capacity							
Meals (per unit)	\$ 8.16	101 CMR 420.00: Rates for Adult Long Term Residential Services							
Transportation (per FTE)	\$ 177	FY16 PEER Contract Data							
Other Expenses (per FTE)	\$ 1,574	FY16 PEER Contract Data							
Direct Admin Expense (per FTE)	\$1,023	FY16 PEER Contract Data							
Admin Allocation	12.00%	FY16 PEER Contract Data							
CAF	5.43%	Base FY16 - Prospective 7/1/17-6/30/19							

DMH RESP	ITE - 3	3048 - PEER N	ИOD	EL	
Minimum Site Capacity		3			
Maximum Site Capacity		5			
Average Site Capacity		4	To	tal Units	1,460
Position		Salary		FTE	Expense
Program Function Manager	\$	75,589		0.05	\$ 3,779
Program Director	\$	54,266		1.00	\$ 54,266
Peer & Family Specialist	\$	28,225		2.00	\$ 56,450
DC Blend (I + II)	\$	28,225		4.00	\$ 112,899
Relief	\$	28,225		0.62	\$ 17,387
Clerical Support	\$	27,811		0.25	\$ 6,953
Total Program Staff				7.92	\$ 251,734
Tax and Fringe		22.60%			\$ 56,899
Total Compensation					\$ 308,633
Program Expense				nit Cost	
Occupancy (per site)			\$	51,202	\$ 34,134
Meals (per unit)			\$	8.16	\$ 11,914
Transportation (per FTE)			\$	177	\$ 707
Other Expenses (per FTE)			\$	1,574	\$ 12,458
Direct Admin Expense (per FTE)			\$	1,023	\$ 8,100
Total Program Expense					\$ 67,314
Total Reimb excl M&G					\$ 375,946
Admin. Allocation		12.00%			\$ 45,114
TOTAL PROGRAM COST					\$ 421,060
CAF:		5.43%			\$ 443,926
Per Unit					\$ 304.06
Monthly Rate					\$ 36,994

# **DMH RESPITE - SITE BASED PER DIEM MODEL**

1/4/2017

1/4/2017		
		MASTER DATA LOOKUP TABLE
BENCHMARK SALARIES		SOURCE
Management	\$ 54,266	101 CMR 421: Rates for Adult Housing and Community Support Services (weighted average Program Manager)
Medical	\$ 62,729	101 CMR 421: Rates for Adult Housing and Community Support Services (weighted average RN - Non-Masters)
Clinician / Counselor	\$ 43,135	101 CMR 421: Rates for Adult Housing and Community Support Services (average Clinician + Caseworker
		Manager at 60th percentile)
DC Blend (I + II)	\$ 28,225	101 CMR 421.00: Rates for Adult Housing and Community Support Services (average of DC I + II at 65th percentile)
Relief	\$ 28,225	87.3% Of DC Blend - 101 CMR 420.00: Rates for Adult Long Term Residential Services
Clerical Support	\$ 27,811	101 CMR 421.00: Rates for Adult Housing and Community Support Services (average of DC I + II at 60th percentile)
	FTEs	
Management	1.00	Benchmarked to Blended Model Level A
Medical	1.10	Benchmarked to Blended Model Level A
Clinician / Counselor	0.60	Benchmarked to LPHA Blended Model Level A
DC Blend (I + II)	4.20	Benchmarked to Blended Model Level A
Relief	0.65	101 CMR 420: Rates for Adult Long Term Residential Services (15.4% * DC I + II)
Clerical Support	0.15	Benchmarked to Blended Model Level A
BENCHMARK EXPENSES		
Tax & Fringe	22.60%	FY16 Contract Data
Occupancy (per bed day)	\$ 17.19	101 CMR 346.00: Rates for Certain Substance Related and Addictive Disorders Programs
Meals (per bed day)	\$ 8.16	101 CMR 420.00: Rates for Adult Long Term Residential Services
Other Expenses (per DC FTE)	\$ 1,669	Benchmarked to Blended Model Level A
Direct Admin Expenses (per DC FTE)	\$ 1,121	Benchmarked to Blended Model Level A
Admin Allocation	12.00%	101 CMR 414.00: Rates for Family Stabilization Services
CAF	5.43%	Base FY16 - Prospective 7/1/17-6/30/19

Hanagement         \$ 54,266         1.00         \$ 54,266           Hedical         \$ 62,729         1.10         \$ 69,002           Hinician / Counselor         \$ 43,135         0.60         \$ 25,881           C Blend (I + II)         \$ 28,225         4.20         \$ 118,544           elief         \$ 28,225         0.65         \$ 18,256           lerical Support         \$ 27,811         0.15         \$ 4,172													
Beds:         6         Bed Days:         2,190           Position         Salary         FTE         Expense           Management         \$ 54,266         1.00         \$ 54,266           Medical         \$ 62,729         1.10         \$ 69,002           Clinician / Counselor         \$ 43,135         0.60         \$ 25,881           DC Blend (I+II)         \$ 28,225         4.20         \$ 118,544           Relief         \$ 28,225         0.65         \$ 18,256           Clerical Support         \$ 27,811         0.15         \$ 4,172           Total Program Staff         7.70         \$ 290,120           Fax and Fringe         22.60%         \$ 65,575           Total Compensation         \$ 355,695													
Position		Salary	FT	Έ		Expense							
Management	\$	54,266	1.0	00	\$	54,266							
Medical	\$	62,729	1.3	10	\$	69,002							
Clinician / Counselor	\$	43,135	0.6	50	\$	25,881							
DC Blend (I + II)	\$	28,225	4.2	20	\$	118,544							
Relief	\$	28,225	0.6	55	\$	18,256							
Clerical Support	\$	27,811	0.3	15	\$	4,172							
Total Program Staff			7.7	70	\$	290,120							
Tax and Fringe			22.6	50%		65,575							
Total Compensation					\$	355,695							
Program Expense			Unit	Rate									
Occupancy (per bed day)			\$ 1	17.19		\$37,646							
Meals (per bed day)			\$	8.16		\$17,870							
Other Expenses (per DC FTE)			\$ 1	1,669		\$7,010							
Direct Admin Expenses (per DC FTE)			\$ 1	,121		\$4,709							
Total Program Expense					\$	67,235							
Total Reimb excl M&G					\$	422,930							
Admin. Allocation		12.00%			\$	50,752							
TOTAL PROGRAM COST					\$	473,682							
CAF:		5.43%			\$	499,405							
RATE:					\$	228.04							

### **DMH RESPITE - MOBILE PER DIEM MODEL**

1/4/2017

1/4/2017										
			MASTER DATA LOOKUP TABLE							
BENCHMARK SALARIES			SOURCE							
Management	\$	54,266	101 CMR 421: Rates for Adult Housing and Community Support Services (weighted average Program Manager)							
Medical	\$	62,729	01 CMR 421: Rates for Adult Housing and Community Support Services (weighted average RN - Non-Master							
Clinician / Counselor	\$	43,135	01 CMR 421: Rates for Adult Housing and Community Support Services (average Clinician + Caseworker							
			Manager at 60th percentile)							
DC Blend (I + II)	\$	28,225	101 CMR 421.00: Rates for Adult Housing and Community Support Services (average of DC I + II at 65th percentile)							
Clerical Support	\$	27,811	101 CMR 421.00: Rates for Adult Housing and Community Support Services (average of DC I + II at 60th percentile)							
		FTEs								
Management		0.25	Purchaser Recommendation							
Medical		0.50	Benchmarked to RN Blended Model Level A							
Clinician / Counselor		0.50	Benchmarked to RN Blended Model Level A							
DC Blend (I + II)		1.40	Benchmarked to Blended Model Level A							
Clerical Support		0.25	Benchmarked to Blended Model Level A							
BENCHMARK EXPENSES										
Tax & Fringe	2	22.60%	FY16 Contract Data							
Occupancy (per Management plus Clerical FTE)	\$	16.50	101 CMR 421: Rates for Adult Housing and Community Support Services							
Transportation (per day)	\$	26.53	101 CMR 420.00: Rates for Adult Long Term Residential Services (daily minivan rate * 365 * .5)							
Other Expenses (per FTE)	\$	571	101 CMR 421: Rates for Adult Housing and Community Support Services							
Admin Allocation	1	12.00%	101 CMR 414.00: Rates for Family Stabilization Services							
CAF		5.43%	Base FY16 - Prospective 7/1/17-6/30/19							

DMH RESPITE - 304	8 -MO	BILE PER D	IEM	MODEL		
Slots		10	To	tal Slots		1,825
Position		Salary		FTE	ı	Expense
Management	\$	54,266		0.25	\$	13,566
Medical	\$	62,729		0.50	\$	31,364
Clinician / Counselor	\$	43,135		0.50	\$	21,567
DC Blend (I + II)	\$	28,225		1.40	\$	39,515
Clerical Support	\$	27,811		0.25	\$	6,953
Total Program Staff				2.90	\$	112,966
Tax and Fringe				22.60%	\$	61,685
Total Compensation					\$	174,651
Program Expense			U	nit Rate		
Occupancy (per Management plus Cler	rical FTI	≣)	\$	16.50	\$	825
Transportation			\$	26.53	\$	4,842
Other Expenses (per FTE)			\$	571	\$	1,656
Total Program Expense					\$	7,323
Total Reimb excl M&G					\$	181,974
Admin. Allocation		12.00%			\$	21,837
TOTAL PROGRAM COST					\$	203,811
CAF:		5.43%			\$	214,879
RATE:					\$	117.74

# 101 CMR 421: Rates for Adult Housing and Community Support Services - Salary Benchmarks

### FY15 UFR Position and Statistic

UFR Position	Veighted	60t	h Percentile	65t	h Percentile		Min		Max
Dunguage Dispostor (LIED Title 102)	 an (by FTE)	۲	C2 407	Ś	CE EC0	ć	20.445	<u> </u>	171 002
Program Director (UFR Title 102)	\$ 54,266	\$	62,407		65,568	\$	30,445	\$	171,983
Program Function Manager (UFR Title 101)	\$ 75,589	\$	86,206	\$	93,132	\$	52,020	\$	181,319
Asst. Program Director (UFR Title 103)	\$ 46,843	\$	49,136	\$	52,309	\$	30,417	\$	69,301
Supervising Professional (UFR Title 104)	\$ 59,116	\$	61,202	\$	63,244	\$	39,488	\$	89,161
Physician & Psychiatrist (UFR Title 105 & 121)	\$ 195,345	\$	197,987	\$	224,305	\$	81,000	\$	346,033
N. Midwife, N.P., Psych N.,N.A., R.N MA (Title 107)	\$ 90,484	\$	121,402	\$	121,647	\$	66,045	\$	142,480
R.N Non Masters (UFR Title 108)	\$ 62,729	\$	65,017	\$	66,260	\$	47,353	\$	89,547
L.P.N. (UFR Title 109)	\$ 48,357	\$	49,734	\$	50,738	\$	42,661	\$	88,223
Psychologist - Doctorate (UFR Title 122)	\$ 67,597	\$	75,910	\$	76,289	\$	40,931	\$	82,720
Clinician-(formerly Psych.Masters)(UFR Title 123)	\$ 44,275	\$	47,101	\$	48,111	\$	41,498	\$	72,552
Social Worker - L.I.C.S.W. (UFR Title 124)	\$ 53,772	\$	54,318	\$	55,409	\$	38,513	\$	91,563
Social Worker - L.C.S.W., L.S.W (UFR Title 125 & 126)	\$ 50,362	\$	53,807	\$	53,715	\$	28,204	\$	57,157
Licensed Counselor (UFR Title 127)	\$ 56,254	\$	51,039	\$	53,298	\$	38,793	\$	61,694
Counselor (UFR Title 130)	\$ 42,966	\$	45,469	\$	46,707	\$	29,029	\$	57,135
Case Worker / Manager - Masters (UFR Title 131)	\$ 51,764	\$	53,976	\$	54,089	\$	43,537	\$	57,689
Case Worker / Manager (UFR Title 132)	\$ 38,361	\$	39,168	\$	39,647	\$	31,811	\$	48,006
Direct Care / Prog. Staff Superv. (UFR Title 133)	\$ 40,114	\$	42,035	\$	42,847	\$	27,062	\$	56,235
Direct Care / Prog. Staff III (UFR Title 134)	\$ 43,337	\$	45,048	\$	45,497	\$	30,642	\$	74,004
Direct Care / Prog. Staff II (UFR Title 135)	\$ 29,427	\$	30,090	\$	30,626	\$	22,978	\$	43,274
Direct Care / Prog. Staff I (UFR Title 136)	\$ 26,020	\$	25,533	\$	25,824	\$	20,986	\$	32,167
Prog. Secretarial / Clerical Staff (UFR Title 137)	\$ 36,797	\$	37,134	\$	37,689	\$	15,505	\$	104,875

Direct Care I and II at 65th percentile
\$ 28,225
Clinician and Case Worked Manager at 60th Percentile
\$ 43,135
Clerical benchmarked to Direct Care I and II at 60th percentile
\$ 27,811

FY16 Contracts Clients to 1 FTE: 1.44 0.41 0.91 0.65 0.97 0.95 1.95 0.56 5.8.11

	_		5 & 11																		16 & 40			6 & 9		
		CAPACITY	16	5,840	CAPACITY	3	1,095	CAPACITY	11	4,015	CAPACITY	3	1,095	CAPACITY	8	2,920	CAPACITY	9	3,285	CAPACITY	56	20,440	CAPACITY	15	5,475	CAPACITY
	STAFFING		Advocates -		Ad	vocates - Deaf			CHL - 2107			CHL - 2108			ELIOT - 3689			ELIOT - 3688			ELIOT - 3691		FE	LOWSHIP - 5411		
		FTEs	Total	Salary	FTEs	Total	Salary	FTEs	Total	Salary	FTEs	Total	Salary	FTEs	Total	Salary	FTEs	Total	Salary	FTEs	Total	Salary	FTEs	Total	Salary	FTEs
101	Program Manager							0.06	\$7,345	\$122,417				0.26	\$13,500	\$51,923	0.27	\$17,750	\$65,741	0.33	\$20,000	\$60,606				0.08
102	Program Director	1.00	\$50,000	\$50,000	0.20	\$12,000	\$60,000	0.25	\$15,000	\$60,000	0.10	\$7,000	\$70,000	1.00	\$50,000	\$50,000	1.00	\$55,000	\$55,000	2.60	\$180,983	\$69,609	1.00	\$49,955	\$49,955	1.08
103	AsstProgram Director							1.50	\$49,315	\$32,877	0.50	\$21,879	\$43,758							1.00	\$40,000	\$40,000	1.00	\$38,736	\$38,736	0.50
104	Supervising Professional							0.80	\$39,767	\$49,709																
107	RN Masters																			0.30	\$18,193	\$60,642				
108	RN	1.00	\$45,908	\$45,908	0.03	\$2,184	\$72,800	0.25	\$17,180	\$68,720				1.00	\$68,000	\$68,000	0.50	\$35,000	\$70,000	1.00	\$70,000	\$70,000	2.00	\$103,407	\$51,703	0.90
109	LPN																			1.00	\$31,415	\$31,415				0.35
111	Occupational Therapist																									0.10
121	Psychiatrist				0.05	\$22,768	\$455,360							0.10	\$19,000	\$190,000	0.10	\$15,000	\$150,000	0.25	\$30,725	\$122,900				0.05
122	Psychologist																									0.10
123	Clinician	2.50	\$105,993	\$42,397													1.00	\$50,000	\$50,000							
124	LICSW													1.00	\$45,000	\$45,000				3.00	\$183,000	\$61,000				
127	Licensed Counselor																									
130	Counselor																1.15	\$35,600	\$30,957	1.75	\$61,995	\$35,426				
132	Case worker/Manager																			9.00	\$370,621	\$41,180				
133	DC Supervisor	1.00	\$54,058	\$54,058	1.00	\$50,006	\$50,006	1.00	\$35,451	\$35,451																1.00
134	DC III				1.00	\$35,014	\$35,014	7.80	\$202,317	\$25,938	0.33	\$14,900	\$45,152										4.00	\$190,329	\$47,582	0.80
134	DC III Interpreter				0.25	\$15,000	\$60,000																			
135	DC II	3.84	\$107,385	\$27,965	3.45	\$105,600	\$30,609				1.40	\$35,325	\$25,232	3.00	\$105,000	\$35,000	3.60	\$110,600	\$30,722	5.40	\$173,000	\$32,037	5.00	\$163,175	\$32,635	7.70
136 136	Peer Staff DC I	1.76	\$48,605	\$27,616	1.30	\$35,319	\$27,168	0.40	\$26,434	\$66,085	2.04 0.24	\$54,367 \$8,022	\$26,650 \$33,425	1.85	\$52,800	\$28,541	1.85	\$52,650	\$28,459	2.80	\$80,400	\$28,714	13.90	\$351,120	\$25,260	3.70
137	Clerical Support	1.76	\$46,005	\$27,010	1.50	\$35,319	\$27,108				0.24	\$8,022	\$33,425							0.33	\$12,500	\$37,879	13.90	\$351,120	\$25,200	0.11
157	Ciericai support	11.10	\$411,949		7.28	\$277,891		12.06	\$392,809		4.61	\$141,493		8.21	\$353,300		9.47	\$371,600		28.76	\$1,272,831	\$37,879	26.90	\$896,721		16.47
	Overtime	11.10	\$411,949		7.28	\$277,891		12.06	\$392,809		4.61	\$141,493		8.21	\$353,300		9.47	\$371,600		28.76	\$1,272,831		26.90	\$896,721		16.47
	Relief								\$14.281																	
	Subtotal Total Wages		\$411,949			\$277,891			\$428,196			\$141,493			\$353,300			\$371,600			\$1,272,831			\$896,721		_
	3rd Party Offsets		¥,			<b>+</b> ,			¥ .==,===			7-1-,1-0			(\$13,000)			(\$4,250)			¥-,-:-,			*****		
	Total Wages		\$411,949			\$277,891			\$428,196			\$141,493			\$340,300			\$367,350			\$1,272,831			\$896,721		
	Tax		\$36,954			\$25,556			\$42,819			\$14,149			\$33,392			\$28,451			\$123,347			\$102,849		
	Fringe		\$55,784			\$53,349			\$55,665			\$19,809			\$42,946			\$64,012			\$205,414			\$124,822		
	TOTAL T & F		\$92,738			\$78,905			\$98,484			\$33,958			\$76,338			\$92,462			\$328,761			\$227,672		
	Rate of T & F		22.51%			28.39%			23.00%			24.00%			21.61%			24.88%			25.83%			25.39%		
	TOTAL COMPENSATION		ÁTOA COC		1	63FC 70C			AFRE COO		<u> </u>	A475 454			Ć445 530			A450.043		1	Ć4 C04 F02			Å4 424 202		
	TOTAL COMPENSATION		\$504,686			\$356,796			\$526,680			\$175,451			\$416,638			\$459,812			\$1,601,593			\$1,124,392		

Wt. Avg. T & F 22.60% St. Avg. T & F 21.88%

	Advocates	Advocates - Deaf	CHL - 2107	CHL - 2108	ELIOT - 3689	ELIOT - 3688	ELIOT - 3691	FELLOWSHIP - 5411
Occupancy	\$29,682	\$49,602	\$61,087	\$31,533	\$56,000	\$75,000	\$199,787	\$164,892
Staff Training		\$700			\$1,500		\$7,000	\$18,000
Staff Mileage	\$1,450	\$2,500	\$1,500		\$8,000	\$3,000	\$50,104	\$6,375
Meals	\$6,968	\$5,310	\$65,000	\$7,500	\$3,500	\$3,937	\$7,000	\$58,000
Client Transportation		\$6,802	\$4,800					\$31,856
Incidental Medical		\$300						\$4,200
Vehicle Expense	\$9,255							
Program Supplies	\$9,440	\$5,450	\$4,800		\$6,000	\$6,750	\$26,169	\$18,500
Program Support	\$30,013		\$10,946		\$8,000	\$8,000	\$31,002	\$28,220
Other Direct Admin Expense	\$16,565	\$16,087						\$300
Client Allowance							\$5,071	
DC Consultant			\$27,500			\$5,000	\$5,500	\$52,000
Provision of Material Goods								
Total Expenses	\$103,373	\$86,751	\$175,633	\$39,033	\$83,000	\$101,687	\$331,633	\$382,343
Total Program Excl M & G	\$608,059	\$443,547	\$702,313	\$214,484	\$499,638	\$561,499	\$1,933,226	\$1,506,735
Admin Allocation	\$64,886	\$56,453	\$87,087	\$26,597	\$51,144	\$57,759	\$211,269	\$180,808
Rate of Admin Alloc	10.67%	12.73%	12.40%	12.40%	10.24%	10.29%	10.93%	12.00%
TOTAL PROGRAM	\$672,945	\$500,000	\$789,400	\$241,081	\$550,782	\$619,258	\$2,144,495	\$1,687,544

 Wt. Avg. Admin Rate
 11.28%

 St. Avg. Admin Rate
 11.22%

6 & 8			5 & 6					5	8.6			4 & 10			4 & 10			4 & 10			5 & 5			7 & 10			
14	5,110	CAPACITY	11	4,015	CAPACITY	9	3,285		11	4,015	TOTAL	14	5,110	TOTAL	14	5,110	TOTAL	14	5,110	TOTAL	10	3,650	TOTAL	17	3,650	TOTAL	10
RIVERSIDE - 2109		SOL	JTH SHORE - 42	222		BRIEN - 1067		ED	INBURG - 4219	9		CSO - 1070			CSO - 1073			BHN - 1268		RIV	/ERSIDE - 4221	1		BHN - 1071			BHN - 1072
Total	Salary	FTEs	Total	Salary	FTEs	Total	Salary			Salary	FTEs	Total	Salary	FTEs	Total	Salary	FTEs	Total	Salary	FTEs	Total	Salary	FTEs	Total	Salary	FTEs	Total
\$7,853	\$98,163	0.02	\$3,300	\$165,000	0.05	\$4,400	\$88,000	0.20	\$24,208	\$121,041	0.06	\$4,850	\$80,833	0.07	\$5,500	\$78,571				0.10	\$10,022	\$100,220	0.04	\$8,385	\$209,622	0.10	\$9,870
\$58,639	\$54,295	0.15	\$13,798	\$91,986	1.00	\$48,200	\$48,200	0.85	\$67,658	\$79,598	0.25	\$16,000	\$64,000	0.26	\$17,000	\$65,385	0.50	\$14,299	\$28,598	1.00	\$7,800	\$7,800	0.59	\$20,635	\$34,975	0.65	\$17,159
\$27,508	\$55,016							1.00	\$56,300	\$56,300							0.82	\$23,185	\$28,274	1.00	\$3,050	\$3,050					
											0.56	\$28,300	\$50,536	0.45	\$17,664	\$39,252							0.70	\$45,326	\$64,751		
																										1.00	\$37,836
\$56,004	\$62,227				1.00	\$39,528	\$39,528	0.05	\$2,250	\$45,000	0.78	\$43,300	\$55,513	1.00	\$38,500	\$38,500	0.27	\$9,300	\$34,444	0.90	\$14,508	\$16,120	2.04	\$30,940	\$15,167		
\$15,965	\$45,614	1.00	\$49,920	\$49,920													1.67	\$52,312	\$31,324	1.00	\$29,068	\$29,068				3.70	\$48,660
\$7,077	\$70,770																										
\$8,008	\$160,160	0.02	\$4,330	\$216,502				0.04	\$8,340	\$208,500										0.53	\$10,680	\$20,151				0.20	\$0
\$7,766	\$77,660																										
																	1.15	\$21,167	\$18,406								
		0.42	\$25,293	\$60,222																							
								4.00	620.542	620.542										4.00	ć20 40C	620.406	3.60	\$107,323	\$29,812	8.99	\$141,309
£20.440	620.440				4.00	627.524	627.524	1.00	\$20,543	\$20,543							2.20	ćo	ćo	1.00	\$29,406	\$29,406	2.00	ćco 244	622.044	2.00	652.740
\$38,110	\$38,110				1.00	\$27,521	\$27,521	1.00	\$10,000	\$10,000					400.000	4	2.30	\$0	\$0	1.00	\$35,000	\$35,000	2.90	\$69,341	\$23,911	2.80	\$52,719
\$39,200	\$49,000										0.99	\$38,065	\$38,449	0.75	\$38,600	\$51,467				2.00	\$49,560	\$24,780	1.00	\$28,595	\$28,595	1.00	\$26,496
\$236,392	\$30,700				6.00	\$147,441	\$24,574	7.00	\$91,409	\$13,058							3.44	\$95,716	\$27,824	6.00	\$88,425	\$14,738				0.17	\$0
\$230,392	\$30,700				6.00	\$147,441	\$24,574	0.60	\$16,493	\$13,038							3.44	\$95,716	\$27,824	6.00	\$66,425	\$14,736				0.17	ŞU
\$103,272	\$27,911	7.20	\$207,187	\$28,776	4.00	\$98,238	\$24,559		\$10,455	\$27,400	4.65	\$137,823	\$29,639	5.51	\$164,356	\$29,829	2.47	\$36,641	\$14,834	1.00	\$17,888	\$17,888					
\$2,520	\$22,909	0.08	\$8,195	\$102,433	0.05	\$1,269	\$25,379	0.09	\$5,160	\$57,333	0.23	\$8,350	\$36,304		\$9,000	\$23,077		7,-	+= 1,000	1.00	\$1,864	\$1,864	0.25	\$3,258	\$13,033	1.58	\$33,168
\$608,314	Ţ/	8.89	\$312,022	<b>,</b> ,	13.10	\$366,596	7-0,0.0	11.83	\$302,361	401,000	7.52	\$276,688	+,		\$290,620	7-0/0	12.62	\$252,620		16.53	\$297,271	7-/	11.12	\$313,803	7-0,000	20.19	\$367,217
\$14,830			\$3,401			,,			\$56,530			\$200			<b>4-1-1,1-1</b>			*,			\$22,102			\$33,964			\$32,666
\$7,956									,												\$9,300			\$60,162			\$47,231
\$631,100			\$315,423			\$366,596			\$358,891			\$276,888			\$290,620			\$252,620			\$328,673			\$407,929			\$447,113
\$631,100			\$315,423			\$366,596			\$358,891			\$276,888			\$290,620			\$252,620			\$328,673			\$407,929			\$447,113
\$56,678			\$29,985			\$30,400			\$27,635			\$22,360			\$22,736			\$16,330			\$29,504			\$38,601			\$42,585
\$83,444			\$25,234			\$23,070			\$63,329			\$39,130			\$39,879			\$21,936			\$40,777			\$32,420			\$50,518
\$140,122			\$55,219			\$53,470			\$90,964			\$61,490			\$62,615			\$38,266			\$70,281			\$71,020			\$93,103
22.20%			17.51%			14.59%			25.35%			22.21%			21.55%			15.15%			21.38%			17.41%			20.82%
\$771,222			\$370.642			\$420.066		<u> </u>	\$449.854			\$338.378		<u> </u>	\$353.235			\$290.886		<u> </u>	\$398.954			\$478.950			\$540,215
\$//1,222			\$370,642			\$420,066		l	<b>\$449,854</b>			<b>\$338,378</b>			<b>\$353,235</b>			<b>\$290,886</b>			<b>ə</b> 398,954			\$478,950			\$540,215

RIVERSIDE - 2109	SOUTH SHORE - 4222	BRIEN - 1067		CSO - 1070	CSO - 1073	BHN - 1268	RIVERSIDE - 4221	BHN - 1071	BHN - 1072
•									
\$93,121		\$75,000	\$93,481	\$29,005	\$16,241	\$59,683	\$32,706	\$56,716	\$105,112
\$5,818	\$25,323	\$830	\$4,134		\$98		\$713	\$252	\$65
\$9,350	\$2,000	\$4,400	\$5,477	\$50	\$100		\$2,600	\$1,856	\$2,538
\$17,000	\$5,100	\$26,100	\$8,479	\$11,335	\$8,500		\$13,117	\$10,865	\$27,706
	\$20,650		\$10,726						
	\$471			\$360	\$900				
\$11,512	\$750				\$1,469				
\$3,626		\$2,500	\$5,794	\$175	\$1,050	\$45,586	\$2,634	\$20,095	\$12,023
\$25,122	\$675	\$17,300	\$12,478	\$2,700	\$2,435	\$5,008	\$10,174	\$12,937	\$13,261
	\$12,332								
\$1,240							\$1,800	\$11,850	\$50
		\$13,500						\$4,000	\$3,797
		\$5,600		\$6,000	\$7,000		\$1,200		
\$166,789	\$67,301	\$145,230	\$140,569	\$49,625	\$37,793	\$110,277	\$64,944	\$118,570	\$164,552
\$938,011	\$437,943	\$565,296	\$590,423	\$388,003	\$391,028	\$401,163	\$463,898	\$597,520	\$704,767
\$109,750	\$58,611	\$61,860	\$79,782	\$31,225	\$30,459	\$48,145	\$54,408	\$62,860	\$74,940
11.70%	13.38%	10.94%	13.51%	8.05%	7.79%	12.00%	11.73%	10.52%	10.63%
11.70%	13.30/0	10.5470	13.31/0	0.0370	7.7.378	12.0070	11.7570	10.52,0	10.03%
\$1,047,761	\$496,554	\$627,156	\$670,205	\$419,228	\$421,487	\$449,308	\$518,306	\$660,380	\$779,708

					Total Capacity	Averag
3,650					245	14
	FTEs	TOTAL PAID	Wt.	St.	Total Units	Averag
Salary			Avg	Avg	89,425	4,968
\$98,696	1.64	\$136,983	\$83,526	\$105,188		
\$26,398	13.48	\$701,126	\$52,012	\$52,966		
	7.32	\$259,973	\$35,515	\$37,251		
	2.51	\$131,057	\$52,214	\$54,999		
\$37,836	1.30	\$56,028	\$43,099	\$49,239		
	12.72	\$576,009	\$45,284	\$51,081		
\$13,151	8.72	\$227,340	\$26,071	\$33,415		
	0.10	\$7,077	\$70,770	\$70,770		
\$0	1.34	\$118,851	\$88,695	\$169,286		
	0.10	\$7,766	\$77,660	\$77,660		
	4.65	\$177,160	\$38,099	\$36,934		
	4.00	\$228,000	\$57,000	\$53,000		
	0.42	\$25,293	\$60,222	\$60,222		
\$15,718	15.49	\$346,226	\$22,352	\$27,978		
	11.00	\$420,570	\$38,234	\$30,376		
\$18,828	15.00	\$372,205	\$24,814	\$29,288		
\$26,496	19.67	\$663,076	\$33,710	\$35,667		
	0.25	\$15,000	\$60,000	\$60,000		
\$0	56.00	\$1,459,468	\$26,062	\$25,007		
	6.74	\$202,744	\$30,081	\$35,445		
	48.53	\$1,288,869	\$26,558	\$25,981		
\$20,993	4.11	\$85,284	\$20,750	\$35,347	Total FTEs	
					235.09	

			Per Site		
		Total FTEs	Capacity 14		
101	Program Manager	1.640	0.120489796	0.120	0.1
102	Program Director	13.480	0.990367347		1
103	AsstProgram Director	7.320	0.537795918		
104	Supervising Professional	2.510	0.184408163	0.990	
107	RN Masters	1.300	0.095510204	0.096	
108	RN	12.720	0.934530612		
109	LPN	8.720	0.640653061	1.575	1.6
111	Occupational Therapist	0.100	0.007346939		
121	Psychiatrist	1.340	0.09844898		
122	Psychologist	0.100	0.007346939		
123	Clinician	4.650	0.341632653		
124	LICSW	4.000	0.293877551	0.741	0.75
127	Licensed Counselor	0.420	0.030857143		
130	Counselor	15.490	1.138040816		
132	Case worker/Manager	11.000	0.808163265	2.699	2.7
133	DC Supervisor	15.000	1.102040816	1.102	1
134	DC III	19.670	1.445142857		
134	DC III Interpreter	0.250	0.018367347		
135	DC II	56.000	4.114285714		
136	Peer Staff	6.740	0.495183673		
136	DC I	48.530	3.565469388	9.638	10
137	Clerical Support	4.110	0.301959184	0.302	0.5
	•	235.090	17.27191837	17.265	17.65

226.20

	Totals	Average	Average Per	Average per	
		Per FTE	Unit	SITE	
	\$1,228,648	\$5,226	\$13.74	\$72,273	\$5,431.6
	\$64,433	\$274	\$0.72		
	\$101,300	\$431	\$1.13	\$6,331	
	\$285,417	\$1,214	\$3.19	\$6,990	PER Site 13 slots
	\$74,834	\$318	\$0.84		
	\$6,231	\$27	\$0.07		
	\$22,986	\$98	\$0.26		
	\$170,591	\$726	\$1.91		
	\$218,270	\$928	\$2.44		
	\$45,284	\$193	\$0.51		
	\$20,011	\$85	\$0.22		
	\$111,297	\$473	\$1.24		
	\$19,800	\$84	\$0.22		
;	\$2,369,103	\$10,077	\$26.49		
Occupancy	\$1,228,648	\$5,226	\$13.74	\$68,258.20	
Mileage/Trans	\$199,120	\$847	\$2.23		
ther	\$392,364	\$1,669	\$4.39		
Direct Admin	\$263,554	\$1,121	\$2.95		
	\$1,972,389	\$8,863	\$23.30		

**\$13,295,597** \$353,677



	FY16								FY18	FY18	FY18	FY18				FY19
	2015Q3	2015Q4	2016Q1	2016Q2	2016Q3	2016Q4	2017Q1	2017Q2	2017Q3	2017Q4	2018Q1	2018Q2	2018Q3	2018Q4	2019Q1	2019Q2
CPIBASELINE SCENARIO (1982-84=1)	2.622	2.631	2.631	2.649	2.658	2.681	2.694	2.711	2.733	2.748	2.764	2.783	2.800	2.816	2.834	2.851
CPIOPTIMISTIC SCENARIO (1982-84=1)	2.622	2.631	2.631	2.649	2.658	2.679	2.692	2.705	2.725	2.738	2.753	2.769	2.784	2.798	2.814	2.829
CPIPESSIMISTIC SCENARIO (1982-84=1)	2.622	2.631	2.631	2.649	2.658	2.681	2.696	2.715	2.740	2.758	2.778	2.801	2.822	2.843	2.866	2.888

CAF using base year of data

Base period: FY16

2015Q3 2015Q4 2016Q1 2016Q2

2.622 2.631 2.631 2.649

Prospective rate period: 07/01/2017 - 06/30/2019

2017Q3 2017Q4 2018Q1 2018Q2 2018Q3 2018Q4 2019Q1 2019Q2

2.725 2.738 2.753 2.769 2.784 2.798 2.814

CAF: 5.43%

<u>Average</u> 2.633

2.776