



Model A-1 Direct Care Non Clinical Less Intensive				
	Ratio	Sal	FTE	Exp
Program Director	48	\$60,560	0.21	\$12,592
Direct Care Staffing	7	\$38,677	1.40	\$54,266
Program Support-Clerical	74	\$32,954	0.14	\$4,463
<b>Total Dir Care Staff</b>			<b>1.75</b>	<b>\$71,321</b>
<b>Expenses</b>				
Taxes & Fringe		24.00%		\$17,117
<b>Total Compensation</b>				<b>\$88,438</b>
Non Staff Direct Expense (% of total Comp)		34.15%		\$30,202
<b>Total Direct Expenses</b>				<b>\$118,640</b>
Admin M&G		12.00%		\$14,237
<b>PFLMA Trust Contribution</b>		<b>0.63%</b>		<b>\$449</b>
<b>TOTAL</b>				<b>\$133,326</b>
Capacity			10	
Rate Per Enrolled Day				\$36.53
<b>CAF (Jan 2020)</b>	<b>1.81%</b>			<b>\$37.19</b>

Model B Direct Care and Clinical Less Intensive				
	Ratio	Sal	FTE	Exp
Program Director	22	\$60,560	0.45	\$27,527
Clinical	9	\$55,253	1.14	\$62,754
Direct Care Staffing	8	\$38,677	1.20	\$46,320
Program Support-Clerical	40	\$32,954	0.25	\$8,239
<b>Total Dir Care Staff</b>			<b>3.04</b>	<b>\$144,840</b>
<b>Expenses</b>				
Taxes & Fringe		24.00%		\$34,762
<b>Total Compensation</b>				<b>\$179,601</b>
Non Staff Direct Expense (% of total Comp)		21.31%		\$38,273
<b>Total Direct Expenses</b>				<b>\$217,874</b>
Admin M&G		12.00%		\$26,145
<b>PFLMA Trust Contribution</b>		<b>0.63%</b>		<b>\$912</b>
<b>TOTAL</b>				<b>\$244,932</b>
Capacity			10	
Rate Per Enrolled Day				\$67.10
<b>CAF (Jan 2020)</b>	<b>1.81%</b>			<b>\$68.32</b>

Model E Direct Care and Clinical High Intensive				
	Ratio	Sal	FTE	Exp
Program Director	14	\$60,560	0.69	\$41,841
Clinical	5	\$55,253	1.93	\$106,836
Direct Care Staffing	7	\$38,677	1.52	\$58,962
Program Support-Clerical	49	\$32,954	0.20	\$6,752
<b>Total Dir Care Staff</b>			<b>4.35</b>	<b>\$214,392</b>
<b>Expenses</b>				
Taxes & Fringe		24.00%		\$51,454
<b>Total Compensation</b>				<b>\$265,846</b>
Non Staff Direct Expense (% of total Comp)		26.14%		\$69,492
<b>Total Direct Expenses</b>				<b>\$335,338</b>
Admin M&G		12.00%		\$40,241
<b>PFLMA Trust Contribution</b>		<b>0.63%</b>		<b>\$1,351</b>
<b>TOTAL</b>				<b>\$376,929</b>
Capacity			10	
Rate Per Enrolled Day				\$103.27
<b>CAF (Jan 2020)</b>	<b>1.81%</b>			<b>\$105.14</b>

Model A-2 Direct Care Non Clinical More Intensive				
	Ratio	Sal	FTE	Exp
Program Director	48	\$60,560	0.21	\$12,592
Direct Care Staffing	4	\$38,677	2.32	\$89,557
Program Support-Clerical	74	\$32,954	0.14	\$4,463
<b>Total Dir Care Staff</b>			<b>2.66</b>	<b>\$106,613</b>
<b>Expenses</b>				
Taxes & Fringe		24.00%		\$25,587
<b>Total Compensation</b>				<b>\$132,200</b>
Non Staff Direct Expense (% of total Comp)		21.20%		\$28,020
<b>Total Direct Expenses</b>				<b>\$160,220</b>
Admin M&G		12.00%		\$19,226
<b>PFLMA Trust Contribution</b>		<b>0.63%</b>		<b>\$672</b>
<b>TOTAL</b>				<b>\$180,118</b>
Capacity			10	
Rate Per Enrolled Day				\$49.35
<b>CAF (Jan 2020)</b>	<b>1.81%</b>			<b>\$50.24</b>

Model C Direct Care and Clinical More Intensive				
	Ratio	Sal	FTE	Exp
Program Director	58	\$60,560	0.17	\$10,381
Clinical	30	\$55,253	0.33	\$18,191
Direct Care Staffing	4	\$38,677	2.61	\$101,021
Program Support-Clerical	60	\$32,954	0.17	\$5,457
<b>Total Dir Care Staff</b>			<b>3.28</b>	<b>\$135,049</b>
<b>Expenses</b>				
Taxes & Fringe		24.00%		\$32,412
<b>Total Compensation</b>				<b>\$167,461</b>
Non Staff Direct Expense (% of total Comp)		28.78%		\$48,187
<b>Total Direct Expenses</b>				<b>\$215,648</b>
Admin M&G		12.00%		\$25,878
<b>PFLMA Trust Contribution</b>		<b>0.63%</b>		<b>\$851</b>
<b>TOTAL</b>				<b>\$242,377</b>
Capacity			10	
Rate Per Enrolled Day				\$66.40
<b>CAF (Jan 2020)</b>	<b>1.81%</b>			<b>\$67.61</b>

Model F Direct Care and Clinical Highest Intensive				
	Ratio	Sal	FTE	Exp
Program Director	18	\$60,560	0.54	\$32,815
Clinical	5	\$55,253	1.85	\$101,955
Direct Care Staffing	2	\$38,677	4.89	\$188,937
Program Support-Clerical	30	\$32,954	0.33	\$11,025
<b>Total Dir Care Staff</b>			<b>7.61</b>	<b>\$334,732</b>
<b>Expenses</b>				
Taxes & Fringe		24.00%		\$80,336
<b>Total Compensation</b>				<b>\$415,068</b>
Non Staff Direct Expense (% of total Comp)		16.79%		\$69,690
<b>Total Direct Expenses</b>				<b>\$484,758</b>
Admin M&G		12.00%		\$58,171
<b>PFLMA Trust Contribution</b>		<b>0.63%</b>		<b>\$2,109</b>
<b>TOTAL</b>				<b>\$545,038</b>
Capacity			10	
Rate Per Enrolled Day				\$149.33
<b>CAF (Jan 2020)</b>	<b>1.81%</b>			<b>\$152.03</b>

MASTER DATA LOOK-UP TABLE									
Benchmark Salaries - Prior salaries rebased with Compounded CAFs		Benchmark FTEs							
		A-1	A-2	B	C	D	E	F	G
Program Director	\$ 60,560	0.21	0.21	0.45	0.17	0.58	0.69	0.54	0.57
Clinical	\$ 55,253			1.14	0.33	2.04	1.93	1.85	1.28
Direct Care Staffing	\$ 38,677	1.40	2.32	1.20	2.61		1.52	4.89	3.29
Program Support-Clerical	\$ 32,954	0.14	0.14	0.25	0.17	0.13	0.20	0.33	0.47
Benchmark Expenses		A-1	A-2	B	C	D	E	F	G
Tax & Fringe	24.00%								
Admin Allocation	12.00%								
Non Staff Direct Expense (% of total Comp)		34.15%	21.20%	21.31%	28.78%	20.98%	29.90%	16.79%	31.22%
CAF (Jan 2018)	2.72%	Base FY18 Q3 - Prospective 1/1/18 - 12/31/19							
CAF (Jan 2020)	1.81%	Base 2020 Q1 -Prospective FY20 & FY21							
PFLMA Trust Contribution	0.63%	Effective 9/1/19							

Model D Clinical				
	Ratio	Sal	FTE	Exp
Program Director	17	\$60,560	0.58	\$35,025
Clinical	5	\$55,253	2.04	\$112,737
Direct Care Staffing				
Program Support-Clerical	77	\$32,954	0.13	\$4,305
<b>Total Dir Care Staff</b>			<b>2.75</b>	<b>\$152,067</b>
<b>Expenses</b>				
Taxes & Fringe		24.00%		\$36,496
<b>Total Compensation</b>				<b>\$188,563</b>
Non Staff Direct Expense (% of total Comp)		20.98%		\$39,561
<b>Total Direct Expenses</b>				<b>\$228,124</b>
Admin M&G		12.00%		\$27,375
<b>PFLMA Trust Contribution</b>		<b>0.63%</b>		<b>\$958</b>
<b>TOTAL</b>				<b>\$256,457</b>
Capacity			10	
Rate Per Enrolled Day				\$70.26
<b>CAF (Jan 2020)</b>	<b>1.81%</b>			<b>\$71.54</b>

Model G Direct Care and Clinical Higher Intensive				
	Ratio	Sal	FTE	Exp
Program Director	18	\$60,560	0.57	\$34,289
Clinical	8	\$55,253	1.28	\$70,532
Direct Care Staffing	3	\$38,677	3.29	\$127,411
Program Support-Clerical	21	\$32,954	0.47	\$15,605
<b>Total Dir Care Staff</b>			<b>5.61</b>	<b>\$247,836</b>
<b>Expenses</b>				
Taxes & Fringe		24.00%		\$59,481
<b>Total Compensation</b>				<b>\$307,317</b>
Non Staff Direct Expense (% of total Comp)		31.22%		\$95,944
<b>Total Direct Expenses</b>				<b>\$403,261</b>
Admin M&G		12.00%		\$48,391
<b>PFLMA Trust Contribution</b>		<b>0.63%</b>		<b>\$1,561</b>
<b>TOTAL</b>				<b>\$453,214</b>
Capacity			10	
Rate Per Enrolled Day				\$124.17
<b>CAF (Jan 2020)</b>	<b>1.81%</b>			<b>\$126.42</b>

MASTER DATA LOOK-UP TABLE			
Benchmark Salaries			
Program Director	\$	60,561	Salary rebased with prior compounding CAFs
Education Coordinator	\$	77,357	Salary rebased with prior compounding CAFs
Direct Care Staffing	\$	51,938	Salary rebased with prior compounding CAFs
Program Support-Clerical	\$	32,955	Salary rebased with prior compounding CAFs
Benchmark Expenses			
Supplies & Allowances	\$	1,931.31	
Tax & Fringe		24%	
Admin Allocation		12%	
PFMLA Trust Contribution		0.63%	Effective 9/1/19
FY20 Rate Review CAF		1.81%	Base 2020 Q1 -Prospective FY20 & FY21

Proposed 6/13/19

Educational Coordinator ("Treehouse")					
	Ratio	Staff Salary	FTEs	Exp	
Program Director	228.57	\$ 60,561	0.14	\$	8,478
Education Coordinator	246.15	\$ 77,357	0.13	\$	10,056
Non-Specialized Direct Care	12.85	\$ 51,938	2.49	\$	129,326
Program Support	1066.67	\$ 32,955	0.03	\$	989
Total Dir Care Staff			2.79	\$	148,849
Taxes & Fringe	24%			\$	35,724
<b>Total Compensation</b>				\$	<b>184,573</b>
Supplies & Allowances	\$ 1,931.31			\$	5,388
<b>TOTAL excl m &amp; g</b>				\$	<b>189,961</b>
Admin M&G	12%			\$	22,795
PFMLA Trust Contribution	0.63%			\$	1,197
Total				\$	222,285.63
<b>TOTAL COSTS</b>				\$	<b>213,953</b>
Capacity					32
Total with CAF (2020)	1.81%			\$	18.08

Specialty Family Skills Development Group			
Per 15 session group	15		
Sal	FTE	Exp	
Management	\$58,086	0.01	\$581
Direct care	\$51,938	0.19	\$9,868
<b>Total Direct Care Staff</b>		<b>0.20</b>	<b>\$10,449</b>
Expenses			
Tax and fringe	22%		\$2,256.02
<b>Total Compensation</b>			<b>\$12,705</b>
	avg cost	#	
Facilitator/Coordinator Stipends	\$1,039	5.00	\$5,194
Occupancy (fixed -Standard/session)	\$ 109.61		\$1,644
Meals			\$3,522
Curriculum			\$1,934
Child Care	\$48.98		\$735
Transportation			\$4,973
<b>Total</b>			<b>\$18,001</b>
Total reimb exp excl m&g			\$30,706
Admin allocation	12%		\$3,685
PFMLA Trust Contribution	0.63%		\$65.83
<b>Total (independent of sessions)</b>			<b>\$34,457</b>
Total with Cost adjustment factor (CAF)	1.81%		\$35,081
<b>Rate per session</b>			<b>\$2,338.73</b>

Add-ons	Current	Proposed Jan 2020
Occupancy (purchase of space)	\$132.23	\$134.63

MASTER DATA LOOK-UP TABLE		
Benchmark Salaries		
Management	\$58,086	Salary rebased with prior compounding CAFs
Direct care	\$51,938	Salary rebased with prior compounding CAFs
Benchmark Expenses		
Coordinator Stipends	\$ 1,039	Rebased with prior compounding CAFs
Occupancy	\$ 109.61	Rebased with prior compounding CAFs
Meals	\$ 3,522	Rebased with prior compounding CAFs
Supplies / Curriculum	\$ 1,934	Rebased with prior compounding CAFs
Child Care	\$ 48.98	Rebased with prior compounding CAFs
Transportation	\$ 4,973	Rebased with prior compounding CAFs
Tax & Fringe	24.00%	
Admin Allocation	12.00%	
PFMLA Trust Contribution	0.63%	Effective 9/1/19
FY20 Rate Review CAF	1.81%	Base 2020 Q1 -Prospective FY20 & FY21

February 26, 2019

Family Skills Development Group			
Per 12 session group			12
	Sal	FTE	Exp
Management	\$58,086	0.01	\$581
Direct Care	\$51,938	0.19	\$9,868
<b>Total Direct Care Staff</b>		0.20	\$10,449
Tax and fringe	22%		\$2,256.02
<b>Total Compensation</b>			\$12,705
Occupancy (fixed -Standard/session)	\$109.61		\$1,315
Curriculum			\$1,658
<b>Total reimb exp excl m&amp;g</b>			\$15,677.95
Admin allocation	12%		\$1,881.35
<b>PFMLA Trust Contribution</b>	<b>0.63%</b>		<b>\$65.83</b>
<b>Total Rate</b>			<b>\$17,625.13</b>
Rate per session			\$1,468.76
<b>Rate w/ CAF (2020)</b>	<b>1.81%</b>		<b>\$1,495.38</b>

MASTER DATA LOOK-UP TABLE			
Benchmark Salaries			
Management	\$	58,086	Salary rebased with prior compounding CAFs
Direct Care	\$	51,938	Salary rebased with prior compounding CAFs
Benchmark Expenses			
Tax & Fringe		24%	Previous Benchmark (FY18 UFR Wt Avg 19.63%)
Admin Allocation		12%	Previous Benchmark (FY18 UFR Wt Avg 12.03%)
Occupancy	\$	109.61	Prior Rate with compounded CAFs
Curriculum	\$	1,658	Prior Rate with compounded CAFs
<b>PFMLA Trust Contribution</b>		<b>0.63%</b>	<b>Effective 9/1/19</b>
<b>FY20 Rate Review CAF</b>		<b>1.81%</b>	<b>Base 2020 Q1 -Prospective FY20 &amp; FY21</b>

February 26, 2019

Parent Skill Development Group				
Per 13 session group			13	
	Sal	FTE	Exp	
Management	\$58,086	0.01		\$581
Direct care	\$51,938	0.15		\$7,791
<b>Total Direct Care Staff</b>		0.16		\$8,371.49
Expenses				
Tax and fringe	24%			\$2,009
<b>Total Compensation</b>				\$10,380.64
Occupancy (fixed -Standard/session)	\$109.61			\$1,424.98
Curriculum				\$972
Transportation (incidental cost)				\$276
<b>Total reimb exp excl m&amp;g</b>				\$13,054.33
Admin allocation	12%			\$1,566.52
<b>PFMLA Trust Contribution</b>	<b>0.63%</b>			<b>\$52.74</b>
Total (independent of sessions)				\$14,673.60
<b>Rate per session</b>				<b>\$1,128.73</b>
<b>Rate w/ Cost adjustment factor (2020)</b>	<b>1.81%</b>		<b>\$</b>	<b>1,149.19</b>

Add-ons	Current	Proposed Jan 2020
Facilitator/Coordinators	\$66.30	\$ 67.50
Meals	\$162.59	\$ 165.54
Child Care	\$46.88	\$ 47.73
Occupancy (purchase of space)	\$132.23	\$ 134.63
Transportation (beyond incidentals)	\$158.68	\$ 161.56

MASTER DATA LOOK-UP TABLE			
Benchmark Salaries			
Management	\$	58,086	Salary rebased with prior compounding CAFs
Direct care	\$	51,938	Salary rebased with prior compounding CAFs
Benchmark Expenses			
Tax & Fringe		24%	Previous Benchmark (FY18 UFR Wt Avg 19.63%)
Admin Allocation		12%	Previous Benchmark (FY18 UFR Wt Avg 12.03%)
Occupancy (fixed)	\$	109.61	Prior Rate with compounded CAFs
Curriculum	\$	972.45	Prior Rate with compounded CAFs
Transportation (incidental cost)	\$	276.26	Prior Rate with compounded CAFs
<b>PFMLA Trust Contribution</b>		<b>0.63%</b>	<b>Effective 9/1/19</b>
<b>FY20 Rate Review CAF</b>		<b>1.81%</b>	<b>Base 2020 Q1 -Prospective FY20 &amp; FY21</b>

Unbundled IFC Special Supports				
	Sal	FTE	Exp	
Case Worker	\$ 36,866	0.6	\$ 22,119	
IFC Staff	\$ 44,686	1	\$ 44,686	
Total Direct Care Staff		1.6	\$ 66,805	
Expenses				
Tax and fringe	24%		\$ 16,033.25	
Total Compensation			\$ 82,838	
Transportation	\$ 3,229		\$ 5,167.02	
Training	\$ 178		\$ 285.07	
Total reimb exp excl m&g			\$ 88,291	
Admin allocation	12%		\$ 10,594.86	
PFMLA Trust Contribution	0.63%		\$ 556	
Total (independent of sessions)			\$ 99,442	
FY20 Rate Review CAF	1.81%		\$ 1,802	
TOTAL			\$ 101,244	
Total (independent of sessions)			\$ 46.87	

MASTER DATA LOOK-UP TABLE			
Management	\$	36,866	Salary rebased with prior compounding CAFs
IFC Staff	\$	44,686	Salary rebased with prior compounding CAFs
Transportation	\$	3,229	FY18 UFR Wt Avg (23E, 25E, 26E, 27E)
Training	\$	178	FY18 UFR Wt Avg (22E)
Tax & Fringe		24.00%	Previous Benchmark (FY18 UFR Wt Avg 19.63%)
Admin Allocation		12.00%	Previous Benchmark (FY18 UFR Wt Avg 12.03%)
PFMLA Trust Contribution		0.63%	Effective 9/1/19
FY20 Rate Review CAF		1.81%	Base 2020 Q1 -Prospective FY20 & FY21