

Presentation to the House Committee on Early
Childhood and Human Services

ODDS Provider Rates

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Services

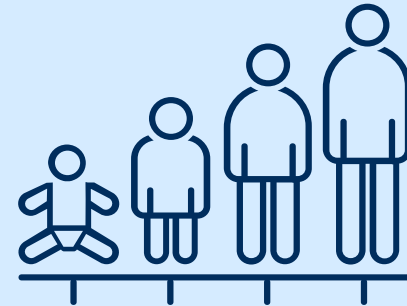
March 27, 2025

- I. **ODDS overview and background**
- II. Current rate models
- III. Summary of key recommendations
- IV. Questions

Who we are

The Office of Developmental Disabilities Services (ODDS) leads a statewide system of services and supports for:

- Children and adults with intellectual or developmental disabilities (I/DD).
- Children who are medically involved or medically fragile.



Services across the
lifespan



System built on
partnerships

Our vision

People and families access quality supports that are simple to use and responsive to their strengths, needs and choices, while they **live and thrive as valued members of their community.**



ODDS services and provider types



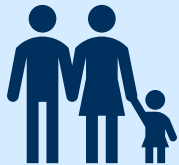
24-hour residential services
for children and adults



Host homes services for
children



Employment services



Children's foster care



Hourly attendant care



Day support activities for
adults

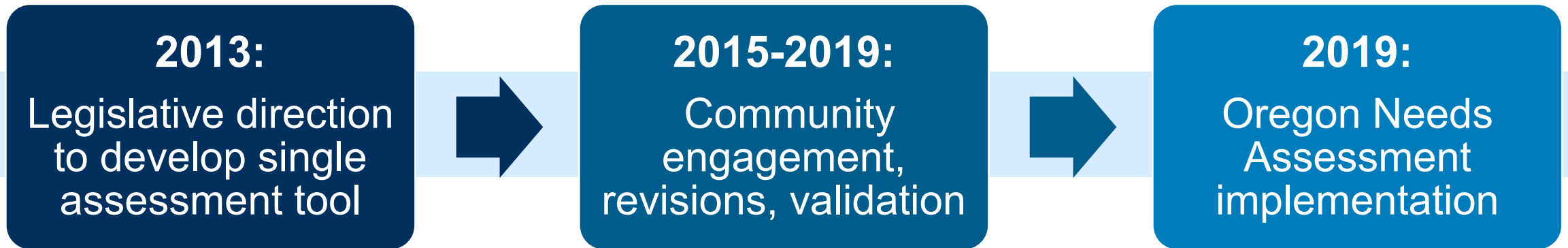


Professional nursing and
behavior services



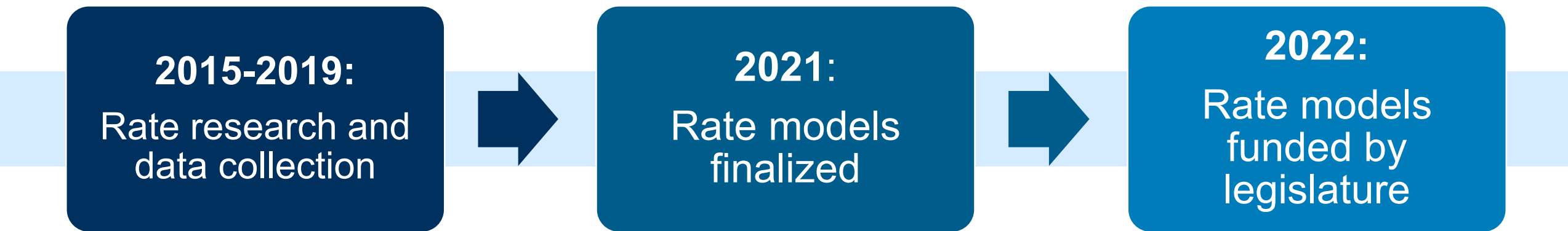
Adult foster care

Background: Assessment tool



Background:

Oregon Needs Assessment (ONA) rate models



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Your Program Name Here



ONA Service Group Framework

The Oregon Needs Assessment has four, age-based service groups:

Infant/Toddler 0 – 3	Child 4 – 11	Adolescent 12 – 17	Adult 18+
Infant/Toddler Supports	Very Low to Low	Very Low	Very Low
		Low	Low
	Moderate	Moderate	Moderate
		High	High
	High to Very High	Very High	Very High

Payment categories

Service groups determine payment categories for rates.

ONA Service Group	Rate Payment Category
Very Low	Category 1
Low	
Moderate	Category 2
High	Category 3
Very High	Category 4

Rate model factors

- Direct support professional (DSP) wages
- DSP benefits
- DSP productivity
- Program support
- Administration
- Other factors unique to specific services

		Adult 24 Hour Residential - Three or Fewer Residents			
		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Day	Day	Day	Day
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$18.38	\$18.38	\$18.38	\$19.30
	- Employee Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.88	\$23.88	\$23.88	\$24.90
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Assessments/ Person-Centered Planning	0.09	0.09	0.09	0.09
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.54	1.54	1.54	1.54
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	34.03	34.03	34.03	34.03
	Productivity Adjustment	1.18	1.18	1.18	1.18
	Staff Cost per Billable Hour	\$28.07	\$28.07	\$28.07	\$29.27
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	138.0	203.0	290.0	351.0
	Allocated Staff Hours per Member per Week	46.0	67.7	96.7	117.0
	Weekly DSP Staff Cost per Member	\$1,291.22	\$1,900.34	\$2,714.37	\$3,424.59
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles per Week per Residence	100	100	100	100
	Allocated Miles per Member per Week	33.3	33.3	33.3	33.3
	Weekly Mileage Cost per Member	\$19.33	\$19.33	\$19.33	\$19.33
House Manager	- House Manager Hourly Wage	\$20.61	\$20.61	\$20.61	\$20.61
	- House Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%
	Weekly Cost of House Manager (1 FTE per home)	\$1,056.27	\$1,056.27	\$1,056.27	\$1,056.27
	Weekly House Manager Cost per Member	\$352.09	\$352.09	\$352.09	\$352.09
Specialized Supports	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55
	- Specialized Staff Benefit Rate	19.8%	19.8%	19.8%	19.8%
	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08
	- Number of Members per Specialized Staff	70	50	25	25
	Weekly Specialized Staff Cost per Member	\$28.44	\$39.82	\$79.64	\$79.64
Admin. and Overhead	Weekly Cost Before Admin. and Other Overhead	\$1,691.08	\$2,311.58	\$3,165.43	\$3,875.65
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
	Admin. and Other Overhead Cost per Week*	\$289.01	\$394.64	\$540.15	\$660.22
	Total Cost per Member per Week	\$1,980.09	\$2,706.22	\$3,705.58	\$4,535.87
Cost per Member per Day		\$282.87	\$386.60	\$529.37	\$647.98
Rate per Member per Day at 344 Days per Plan Year		\$300.14	\$410.20	\$561.69	\$687.54

Adult residential

Adult's 24-Hour Residential Rates (per day, based on 344 days/year)			
Payment Category	3 or fewer residents	4-5 residents	6+ residents
Payment Category 1	\$300.14	\$234.81	\$160.94
Payment Category 2	\$410.20	\$349.85	\$189.81
Payment Category 3	\$561.69	\$434.62	\$283.79
Payment Category 4	\$687.54	\$561.20	\$321.40

Children's residential

Children's 24-Hour Residential Rates (per day, based on 344 days/year)			
	3 or fewer residents	4 residents	5 residents
Payment Category 1	\$518.25	\$476.79	\$388.85
Payment Category 2	\$619.65	\$552.11	\$449.08
Payment Category 3	\$725.13	\$709.72	\$576.16
Payment Category 4	\$855.73	\$812.66	\$658.72

Hourly attendant care

<u>Hourly Attendant Care</u>			
Hourly agency rates		Standard Model Agency	Community Living Supports Agency
OR526	Attendant Care Support (1:1)	\$42.24	\$34.99
OR526NA/ZE	Attendant Care Support (2:1) (2 different agency providers)	\$42.24	\$34.99
OR526ZC	Attendant Care Support (2:1) (One agency)	\$76.69	\$64.26
OR526/RB	Attendant Care Group (1:2) (per person)	\$23.23	\$19.25
OR526/R3	Attendant Care Group (1:3) (per person)	\$16.90	\$14.00
OR545/NA/ZE	On the Job Attendant Care (1:1)	\$42.24	\$42.24
OR545/ZC	On the Job Attendant Care (2:1)	\$76.69	\$76.69

Exceptions

Rate model staffing assumptions and service group hour ranges meet most peoples' needs. For individuals with more significant support needs, exceptions are available.



Personal Support Worker wages



Personal Support Workers	Agencies
Employed directly by individual or representative	Private nonprofit or for-profit companies
Wages and benefits collectively bargained	Company employs workers
ODDS handles payroll through fiscal intermediary	ODDS pays service rate
ODDS pays worker wages	Company pays worker wages



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- II. Current rate models
- III. Rate & wage study overview**
- IV. Questions

Your Program Name Here



Budget note: Rate and wage study

Senate Bill 5506 (2023)

The Department of Human Services is directed to conduct a **comprehensive rate and wage study across home and community-based service delivery systems**, with a focus on providers of in-home and residential care to individuals receiving services through the Office of Developmental Disabilities Services and the Office of Aging and People with Disabilities and provide a written report on the findings and recommendations to the Joint Committee on Ways and Means or Emergency Board no later than September 2024.*

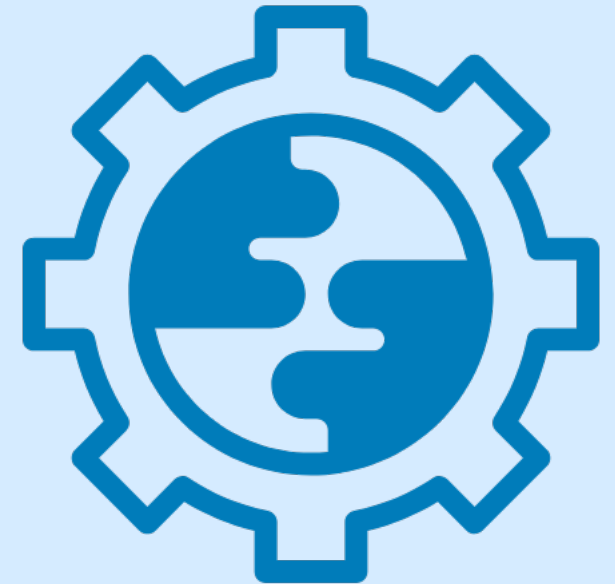
**Extended to December*



Rate and wage study:

Key findings and recommendations

- Development of transparent rate models to detail cost assumptions that comprise overall rates
 - Places direct care worker compensation in the context of overall provider costs
 - Updates ODDS models with new cost data and targeted adjustments
 - Create models for remaining services (e.g., Supported Living, foster care)
 - Rate increases would vary but would generally be around 30 percent



Rate and wage study:

Key findings and recommendations, cont'd.

- Recommended agency rate models assume an average direct care worker wage of \$23.20 per hour (more than \$48,000 annually for a full-time worker)
 - Higher than current reported wages to reflect current and future inflation and to promote competitiveness
 - Recommend standard wage and benefit assumptions across systems and services
 - Recommend increased reporting requirements
- For collectively bargained in-home workers, recommend increasing base wages by \$4.50 per hour, which would result in most staff earning \$26-\$27 per hour
 - Compensates for the more generous benefit costs funded in the recommended agency rate models





Questions?

Thank you.

