

**State of Missouri
Department of Health and Senior Services (DHSS)**

Rate Study Questions

DHSS has contracted with Mercer to conduct a rate study of select Missouri State Plan, 1915(c) waiver and Healthy Children and Youth (HCY) program services. To inform the study, we are asking provider associations to share information related to certain costs incurred by providers to deliver these services.

The services included in the rate study are listed in the table below. Please respond to the questions relevant to the services under the purview of your provider association. For inapplicable services, please leave those responses blank. Note that upon completion of the rate study, DHSS will be sharing information with the provider associations and collecting feedback at that time.

Please provide your responses via email to Katie.Olecik@mercer.com and Chad.Hansen@mercer.com **by January 23, 2019.**

1. For the services under your association's purview, please indicate:
 - The average hourly wage currently paid by the provider agency to the direct care staff worker. Do not include *wages for supervisors or required nursing oversight*.
 - The competitive hourly wage that a provider agency needs to pay to attract and retain direct care staff workers.
 - The approximate percentage of full-time and part-time staff delivering each service. Full-time staff are defined as individuals who work at least 30 hours per week.

Service	Average Wage Per Hour Currently Paid to Direct Care Staff (\$)	Competitive Wage Per Hour (\$) for Direct Care Staff	Ratio of Full-Time to Part-Time Direct Care Staff (Example: 60% FT/40% PT)
<i>Personal Care</i> (Note: Data for consumer-directed personal care services has been collected separately.)			
Basic Personal Care (State Plan/Waiver/HCY)			
Advanced Personal Care (State Plan/HCY)			
<i>Respite</i>			
Basic In-Home Respite			
Advanced Respite			
<i>Nursing</i>			
Authorized Nurse Visits (State Plan/HCY)			

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Service	Average Wage Per Hour Currently Paid to Direct Care Staff (\$)	Competitive Wage Per Hour (\$) for Direct Care Staff	Ratio of Full-Time to Part-Time Direct Care Staff (Example: 60% FT/40% PT)
Private Duty Nursing (Waiver/HCY)			
Skilled Nurse Visits (HCY)			
<i>Other Services</i>			
Homemaker			
Chore			
Attendant Care			
Adult Day Care			
Case Management			
Financial Management Services			

2. The following table collects information on the benefits that providers offer to full-time direct care staff. Please indicate:
- The types of benefits most providers offer
 - The average annual cost to the agency per employee. *Note that you do not need to include required employer taxes (FICA, Federal and State unemployment taxes).*

Employee Benefit	Generally Offered to Full-Time Direct Care Staff (Yes or No)	Average Annual Agency Cost per Direct Care Employee per Year
Health Insurance (Medical, Dental and/or Vision)		
Retirement Benefit (Pension or 401k Match)		
Life Insurance, Short-Term/Long-Term Disability		
Other (Please Describe)		
Other (Please Describe)		

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3. For direct care staff paid time off, please indicate the average annual number of days that providers grant to full-time direct care staff.

Type of Paid Time Off	Generally Offered to Full-Time Direct Care Staff (Yes or No)	Average Annual Number of Days per Direct Care Employee per Year
Paid Holidays		
Paid Sick Time		
Other Paid Vacation Time		
Total Paid Time Off	N/A	Input the sum of the three rows above

4. **Attendant Care:** For daily Attendant Care services provided through the AIDS waiver, how many hours of service are delivered to each participant per day (on average)?

5. **Adult Day Care:** For Adult Day Care services, what is the ratio of staff members to participants (on average)? _____
6. **Case Management:** What types of activities do staff conduct during the 12 annual hours of case management services?

7. **Fiscal Management Services (FMS):**
- On average, how many hours does a staff member spend per week providing FMS to each participant? _____
 - Please list the specific types of activities that are being completed during these weekly hours.

8. **Nursing:** For the following nursing services, how many hours of service are delivered to each participant per visit (on average)?
- Authorized Nurse Visits (State Plan, In-Home) _____
 - Authorized Nurse Visits (State Plan, RCF/ALF) _____
 - Authorized Nurse Visits (HCY) _____
 - Evaluation Visits (HCY) _____
 - Skilled Nurse Visits (HCY) _____