

Review of Payment Rates for  
Children's Integrated Services

Rate Model Development

- prepared for -

Vermont Agency of Human Services  
Department for Children and Families,  
Child Development Division

- prepared by -

Burns & Associates, Inc.  
3030 North 3rd Street, Suite 200  
Phoenix, Arizona 85012  
(602) 241-8520  
[www.burnshealthpolicy.com](http://www.burnshealthpolicy.com)

November 8, 2019

**Review of Payment Rates for Children's Integrated Services  
Rate Model with Assumptions  
prepared for Vermont Child Development Division**

	Unit of Service	Month
Early Intervention	- Hourly Wage	\$24.86
	- Benefit Rate (as a percent of wages)	28.6%
	Annual Cost of Wages and Benefits	\$66,497.52
	Monthly Cost of Wages and Benefits	\$5,541.46
	- Number of Miles Traveled per Month	433
	- Amount per Mile	\$0.580
	Monthly Mileage Cost	\$251.14
	Number of CIS Cases per Early Interventionist	30
	<b>Monthly Early Interventionist Cost per Case</b>	<b>\$193.09</b>
	Early Childhood and Family Mental Health	- Hourly Wage
- Benefit Rate (as a percent of wages)		26.1%
Annual Cost of Wages and Benefits		\$75,197.97
Monthly Cost of Wages and Benefits		\$6,266.50
- Number of Miles Traveled per Month		433
- Amount per Mile		\$0.580
Monthly Mileage Cost		\$251.14
Number of CIS Cases per ECF Mental Health Expert		85
<b>Monthly Mental Health Expert Cost per Case</b>		<b>\$76.68</b>
Specialized Child Care		- Hourly Wage
	- Benefit Rate (as a percent of wages)	37.3%
	Annual Cost of Wages and Benefits	\$48,749.19
	Monthly Cost of Wages and Benefits	\$4,062.43
	- Number of Miles Traveled per Month	100
	- Amount per Mile	\$0.580
	Monthly Mileage Cost	\$58.00
	Number of CIS Cases per Specialized Child Care Coordinator	125
	<b>Monthly Specialized Child Care Coordinator Cost per Case</b>	<b>\$32.96</b>
	Responsive/ Sustained Nurse Home Visiting	- Hourly Wage
- Benefit Rate (as a percent of wages)		24.0%
Annual Cost of Wages and Benefits		\$84,804.10
Monthly Cost of Wages and Benefits		\$7,067.01
- Number of Miles Traveled per Month		433
- Amount per Mile		\$0.580
Monthly Mileage Cost		\$251.14
Number of CIS Cases per Home Visitor (Nurse)		250
<b>Monthly Home Visitation (Nursing) Cost per Case</b>		<b>\$29.27</b>

**Review of Payment Rates for Children's Integrated Services  
Rate Model with Assumptions  
prepared for Vermont Child Development Division**

	Unit of Service	Month
Responsive/ Sustained Family Home Visiting - Master's	- Hourly Wage	\$28.12
	- Benefit Rate (as a percent of wages)	26.4%
	Annual Cost of Wages and Benefits	\$73,930.85
	Monthly Cost of Wages and Benefits	\$6,160.90
	- Number of Miles Traveled per Month	433
	- Amount per Mile	\$0.580
	Monthly Mileage Cost	\$251.14
	Number of CIS Cases per Home Visitor (Master's)	200
	<b>Monthly Home Visitation (Master's) Cost per Case</b>	<b>\$32.06</b>
	Responsive/ Sustained Family Home Visiting - Bachelor's	- Hourly Wage
- Benefit Rate (as a percent of wages)		28.6%
Annual Cost of Wages and Benefits		\$66,497.52
Monthly Cost of Wages and Benefits		\$5,541.46
- Number of Miles Traveled per Month		433
- Amount per Mile		\$0.580
Monthly Mileage Cost		\$251.14
Number of CIS Cases per Home Visitor (Bachelor's)		200
<b>Monthly Home Visitation (Bachelor's) Cost per Case</b>		<b>\$28.96</b>
Admin. and Program Support		Monthly Cost per Case Before Admin. and Program Support
	- CIS Coordinator and Other Program Support Percent	22.0%
	<b>CIS Coordinator and Program Support Cost per Month</b>	<b>\$139.46</b>
	- Administration Percent	16.0%
	<b>Administration Cost per Month</b>	<b>\$101.42</b>
	<b>Monthly Case Rate</b>	<b>\$633.90</b>

**Review of Payment Rates for Children's Integrated Services  
Rate Model Development  
prepared for Vermont Child Development Division**

**Appendix A: Wage Assumptions**

**Bureau of Labor Statistics Information for Select Job Classifications that Include Duties Potentially Related to Requirements of Children's Integrated Services**

BLS Code and Title	Description	Typical Education Requirement	Typical Work Experience	Typical On-The-job Training Needed To Attain Competency	Wages - May 2018					Use in Rate Model
					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	
Clinical, Counseling, and School Psychologists (19-3031)	Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral, and emotional problems, using individual, child, family, and group therapies. May design and implement behavior modification programs.	Doctoral/ prof.	None	Intern/ resident	\$19.23	\$21.93	\$29.13	\$38.71	\$60.59	<b>Early Childhood and Family Mental Health (25 percent of total)</b>
					\$20.00	\$22.81	<b>\$30.30</b>	\$40.27	\$63.03	
Child, Family, and School Social Workers (21-1021)	Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.	Bachelor's	None	None	\$15.80	\$18.31	\$23.90	\$28.71	\$33.69	<b>Early Intervention</b>
					\$16.44	\$19.05	<b>\$24.86</b>	\$29.87	\$35.05	<b>Responsive/ Sustained Family Home Visiting - Bachelor's</b>
Healthcare Social Workers (21-1022)	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers. Provide patients with information and counseling, and make referrals for other services. May also provide case and care management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.	Master's	None	Intern/ resident	\$17.39	\$21.49	\$27.03	\$32.50	\$39.74	<b>Early Childhood and Family Mental Health (75 percent of total)</b>
					\$18.09	\$22.36	<b>\$28.12</b>	\$33.81	\$41.34	<b>Responsive/ Sustained Family Home Visiting - Master's</b>

**Review of Payment Rates for Children's Integrated Services  
Rate Model Development  
prepared for Vermont Child Development Division**

**Appendix A: Wage Assumptions**

**Bureau of Labor Statistics Information for Select Job Classifications that Include Duties Potentially Related to Requirements of Children's Integrated Services**

BLS Code and Title	Description	Typical Education Requirement	Typical Work Experience	Typical On-The-job Training Needed To Attain Competency	Wages - May 2018					Use in Rate Model
					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	
Social and Human Service Assistants (21-1093)	Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes "Rehabilitation Counselors" (21-1015), "Psychiatric Technicians" (29-2053), "Personal Care Aides" (31-1122), and "Eligibility Interviewers, Government Programs" (43-4061).	High school	None	Short-term OTJ	\$12.82	\$14.27	\$16.41	\$18.70	\$22.83	<b>Specialized Child Care</b>
					\$13.34	\$14.85	<b>\$17.07</b>	\$19.45	\$23.75	
Registered Nurses (29-1141)	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), and "Nurse Practitioners" (29-1171).	Bachelor's	None	None	\$25.01	\$27.43	\$31.61	\$38.00	\$45.47	<b>Responsive/ Sustained Nurse Home Visiting</b>
					\$26.02	\$28.54	<b>\$32.88</b>	\$39.53	\$47.30	

<sup>1</sup>Wages have been inflated from May 2018 to January 2020 by 4.03 percent based on 2.4 percent annual growth (the 10-year compound annual growth rate for net earnings in Vermont as reported by the Bureau of Economic Analysis at <https://apps.bea.gov/regional/bearfacts/action.cfm>).

**Review of Payment Rates for Children's Integrated Services  
Rate Model Development  
prepared for Vermont Child Development Division**

**Appendix B: Benefits Assumptions  
Assumptions for Individual Benefits to Establish Benefit Rates**

	% of Employees with Access		% of Employees Who Receive ('Participation')		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)	
	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models
<b>Mandatory Benefits</b>								
FICA <sup>2</sup>	-	100%	-	100%	-	7.65%	-	7.65%
Federal UI <sup>3</sup>	-	100%	-	100%	-	0.60%	-	0.60%
State UI <sup>4</sup>	-	100%	-	100%	-	1.00%	-	1.00%
Workers' Comp.	-	100%	-	100%	-	2.00%	-	2.00%
<b>Health Insurance<sup>6</sup></b>								
					<i>Employer contribution/ month</i>		<i>Employer contribution/ month</i>	
Employee Only				45%	\$461	\$500		
Employee + One				15%		\$875		
Family				20%	\$1,186	\$1,225		
<b>All Coverages</b>	<b>74%</b>	<b>100%</b>	<b>51%</b>	<b>80%</b>				<b>\$601</b>
<b>Other Benefits<sup>7</sup></b>								
					<i>Employer contribution/ month</i>		<i>Employer contribution/ month</i>	
	-	100%	-	100%	-	\$200	-	\$200

Notes

<sup>1</sup>BLS' 2018 National Compensation Survey ([http://www.bls.gov/ncs/ebs/benefits/2018/ownership\\_private.htm](http://www.bls.gov/ncs/ebs/benefits/2018/ownership_private.htm)); data reported is for private employers in the New England region

<sup>2</sup>Combined Social Security tax rate of 6.20% and Medicare tax rate of 1.45%

<sup>3</sup>Applies to first \$7,000 in wages

<sup>4</sup>The rate model uses the rate assigned to new employers; the tax applies to first \$15,600 in wages

<sup>5</sup>BLS data for vacation and sick leave is based on national data (means) for employees with 1-5 years of experience (mean for those with 6-10 experience is 15 days of vacation and 7 days of sick leave)

<sup>6</sup>According to U.S. DHHS' 2018 Medical Expenditure Panel Survey, the average premium across all Vermont employers was \$576.58 with an employer share of \$455.25 for an employee-only plan (Tables II.C.1 and II.C.2), \$1,153.08 with an employer share of \$860.83 for an employee-plus-one plan (Tables II.D.1 and II.D.2), and \$1,677.42 with an employer share of \$1,232.92 for a family plan (Tables II.E.1 and II.E.2).

According to the Kaiser Family Fund, the average monthly premium for benchmark plans offered through the State health insurance exchange for a 40-year-old is \$622 in 2019 compared to \$505 in 2018 (<https://www.kff.org/health-reform/state-indicator/marketplace-average-benchmark-premiums/?currentTimeframe=0&sortModel=%7B%22colId%22:%22Location%22,%22sort%22:%22asc%22%7D>)

<sup>7</sup>BLS provides information for a variety of other benefits that cannot be combined

**Review of Payment Rates for Children's Integrated Services  
Rate Model Development  
prepared for Vermont Child Development Division**

**Appendix B: Benefits Assumptions  
Benefit Rates by Wage Level Based on Benefits Assumptions**

Hourly Wage	Full-Time Annual Salary	Effective Benefit Rate - Model Assumptions <sup>1,2</sup>
\$14	\$29,120	43.3%
\$15	\$31,200	41.1%
\$16	\$33,280	39.1%
\$17	\$35,360	37.4%
\$18	\$37,440	35.9%
\$19	\$39,520	34.5%
\$20	\$41,600	33.2%
\$21	\$43,680	32.1%
\$22	\$45,760	31.1%
\$23	\$47,840	30.2%
\$24	\$49,920	29.3%
\$25	\$52,000	28.5%
\$26	\$54,080	27.8%
\$27	\$56,160	27.1%
\$28	\$58,240	26.5%
\$29	\$60,320	25.9%
\$30	\$62,400	25.4%
\$31	\$64,480	24.9%
\$32	\$66,560	24.4%
\$33	\$68,640	23.9%
\$34	\$70,720	23.5%
\$35	\$72,800	23.1%
\$36	\$74,880	22.8%
\$37	\$76,960	22.4%
\$38	\$79,040	22.1%
\$39	\$81,120	21.7%
\$40	\$83,200	21.4%

<sup>1</sup>This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are calculated to the penny

<sup>2</sup>The benefit rate does not include paid time off, which is implicitly incorporated in the caseload assumptions.