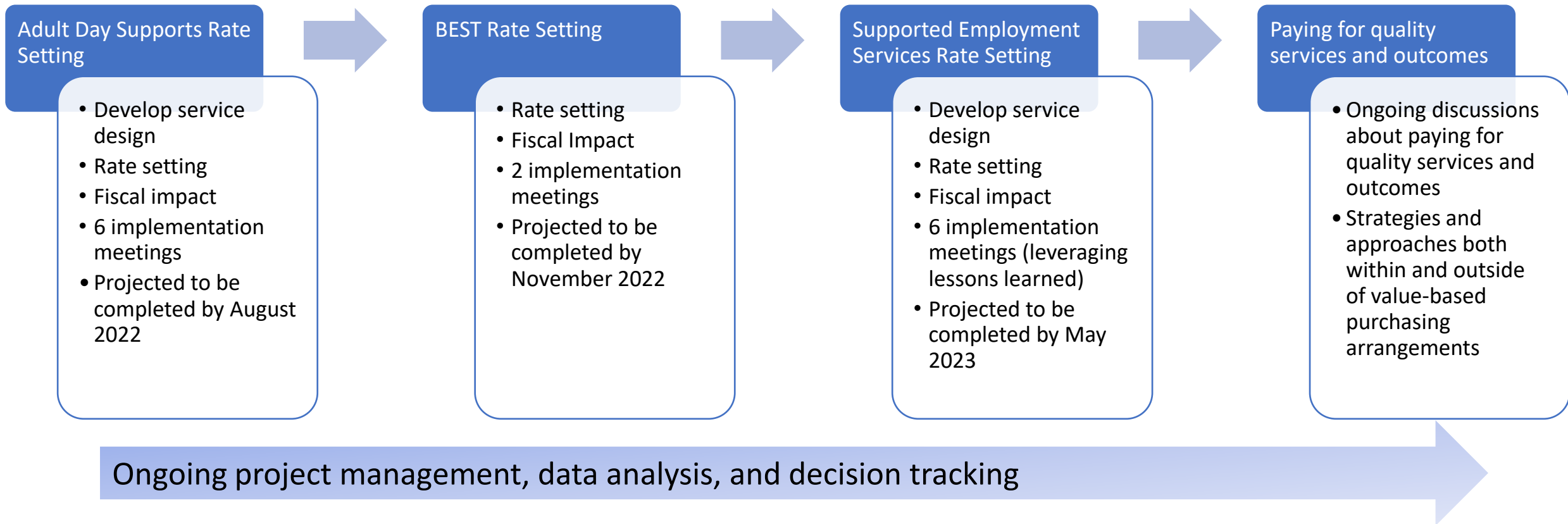


# Agenda

- Welcome, Introductions & Agenda Review
- Milliman Project Plan
- Goal Setting
  - Overall Project Goals
  - Adult Day Support Services
- Next Steps / Assignments
- Appendix A: Introduction to Milliman's Independent Rate Model

# Milliman Project Plan

# Project Plan Overview



See Appendix B: DRAFT Milliman Project Plan for a detailed project plan and timeline

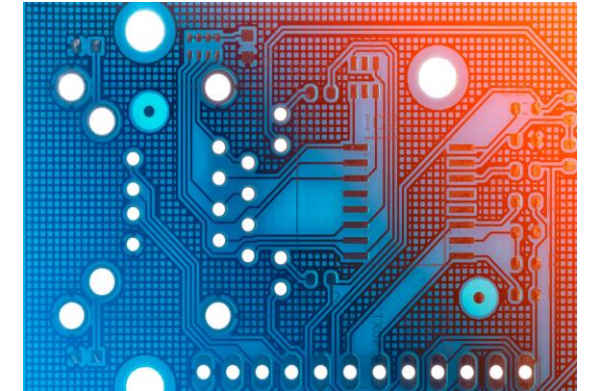
# Goal Setting

## References

- Appendix C: [DODD Blueprint Proposal](#)
- Appendix D: [Blueprint Work Group Charter](#)
- Appendix E: Non Work Array of Supports Proposal
- Appendix F: SWOT Summary

# Blueprint System Change Drivers

- The system must find balance between fiscal sustainability and individuals attaining a meaningful life in the community.
- The system needs to help individuals lead a fulfilled life with flexible, quality supports. This includes individual choices and control.
- Families need to have flexibility and clear options for proper support.
- The system must build bridges and connections between individuals and families served, all service and community partners, and with those who support its mission.
- Federal regulation, compliance and accountability standards must be fully observed in a workable system.
- The complex system must be simplified. Re-design must simplify supports, services and administrative operations to achieve outcomes.
- The system needs to be agile enough to serve individuals while quickly responding to changing health, safety and economic parameters or other shifts within the operating environment, i.e. Covid-19, economic swings.
- Racial equity, diversity and cultural reciprocity and humility must be advanced.



# Major Findings



Individual Service Plan must take precedence in system and program design.



Adult day services lacks program definition and needs to modernize.



Employment services need better defined and needs improved.



Across adult day, employment, and transportation increasing concern that people with the most severe disabilities are being left behind



Workforce issues (recruitment, retention, training, and professional development)



Ohio's current DD system has reconfigured to serve 10,000 more people across its adult day array



Ongoing focus and technical assistance is needed on change management methodologies

# Final Blueprint Proposal

Action Item	Initial Estimated Date	Current Projection
Subject Matter Expert Contract	Procure in FY 22	Complete
Outline changes to state appropriations, local financing, AAI, and budget limitations.	June 2022	Consensus by July 2022. Implementation 2024. *Separate RFP, posting soon.
Modify Adult Day Support rule (definition and rate)	December 2022	Consensus on rule and rates by <b>August 2022</b> . Estimated rule/waiver effective date: January 2023
Identify rates for the Basic Employment Skills Training service. Rule becomes effective and the Vocational Habilitation service ends.	July 2022	Consensus on rule and rates by <b>November 2022</b> . Estimated rule/waiver effective date: TBD
Modify Career Planning Service (evaluate title, rate, authorization, billing code, discuss virtual options)	December 2022	Consensus on rule and rates by <b>May 2023</b> . Estimated rule/waiver effective date: TBD
Develop a stand-a-lone service for benefits analysis (work incentives planning-match OOD)	December 2022	Consensus on rule and rates by <b>May 2023</b> . Estimated rule/waiver effective date: TBD

Action Item	Initial Estimated Date	Current Projection
Modify Group Employment Supports Rule (name, definition, rate)	December 2022	Consensus on rule and rates by <b>May 2023</b> . Estimated rule effective date: TBD
Modify Individual Employment Supports Rule (name, definition, rate-evaluate outcome-based payments and payment for job placement and retention)	December 2022	Consensus on rule and rates by <b>May 2023</b> . Estimated rule effective date: TBD
Develop self-directed transportation service.	July 2022	On Target
Modify Employment First Rule (revise place 4 on path to community employment, update OTS, update based on new rules)	January 2022	Consensus on rule by <b>May 2023</b> . Estimated Rule effective date: TBD
Develop a standard measurement tool/rubric around quality work, non-work, and transportation services.	June 2023	Defining quality metrics is a dependency in rate/reimbursement methodologies and not a sequencing that happens after rate proposals are generated. The quality metric tool/rubric allows individuals and families to be part of the perspective. <b>See Milliman Project Plan.</b>



# Adult Day Support Services Goals

Describe your goals related to the service design and establishing rates for the Adult Day Support service.

*What has changed since writing the ADS non-work proposal?*

*Review of what DODD made permanent*

*What issues/challenges are still present in the system?*

*How are providers serving the most complex individuals?*

*How can the service design and rates better support choice and promote access to high-quality services?*



# Next Steps / Assignments

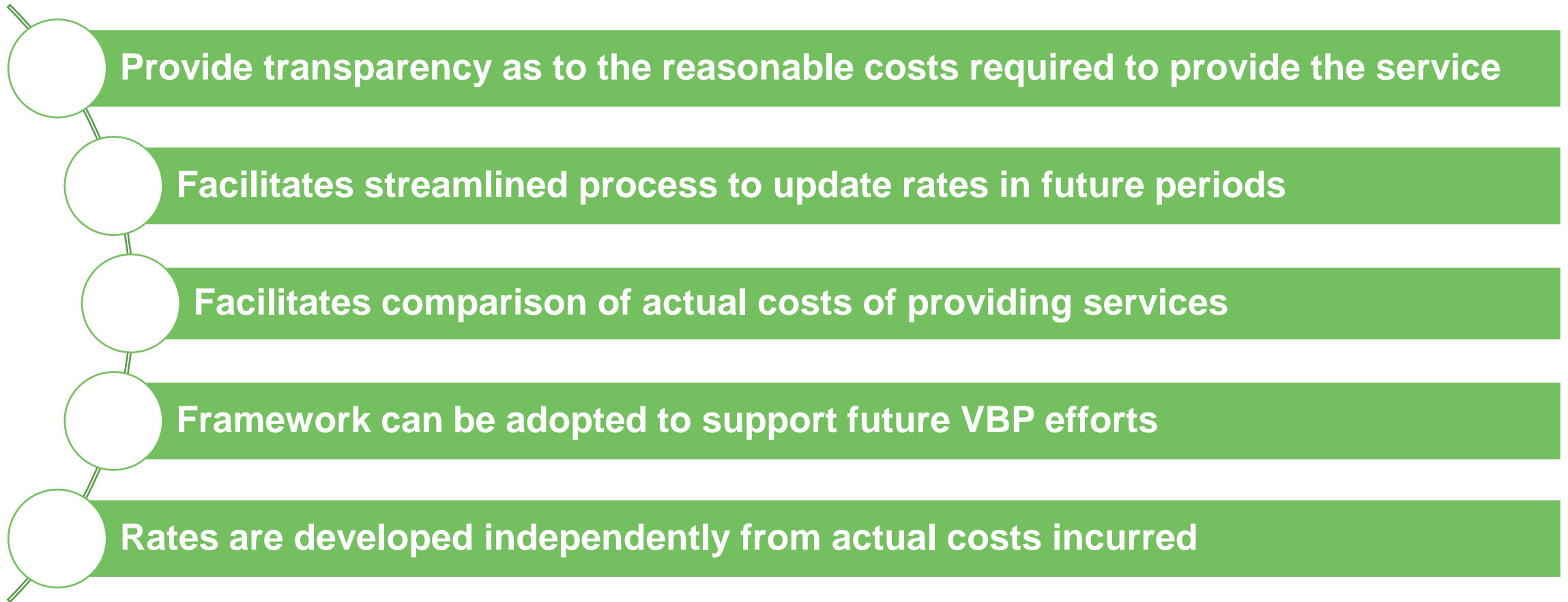
# Next Steps / Assignments

- Follow-up from today's meeting
- Future meeting schedule
  - Third Wednesday of every month at 1 pm (eastern)
  - June will be adjusted for two meetings
- Draft agenda for next meeting
  - Provider groupings and roles of staff, provider qualifications, wages, staffing/supervision, and training requirements
  - Continued adult day service design discussions

# Appendix A: Introduction to Milliman's Independent Rate Model

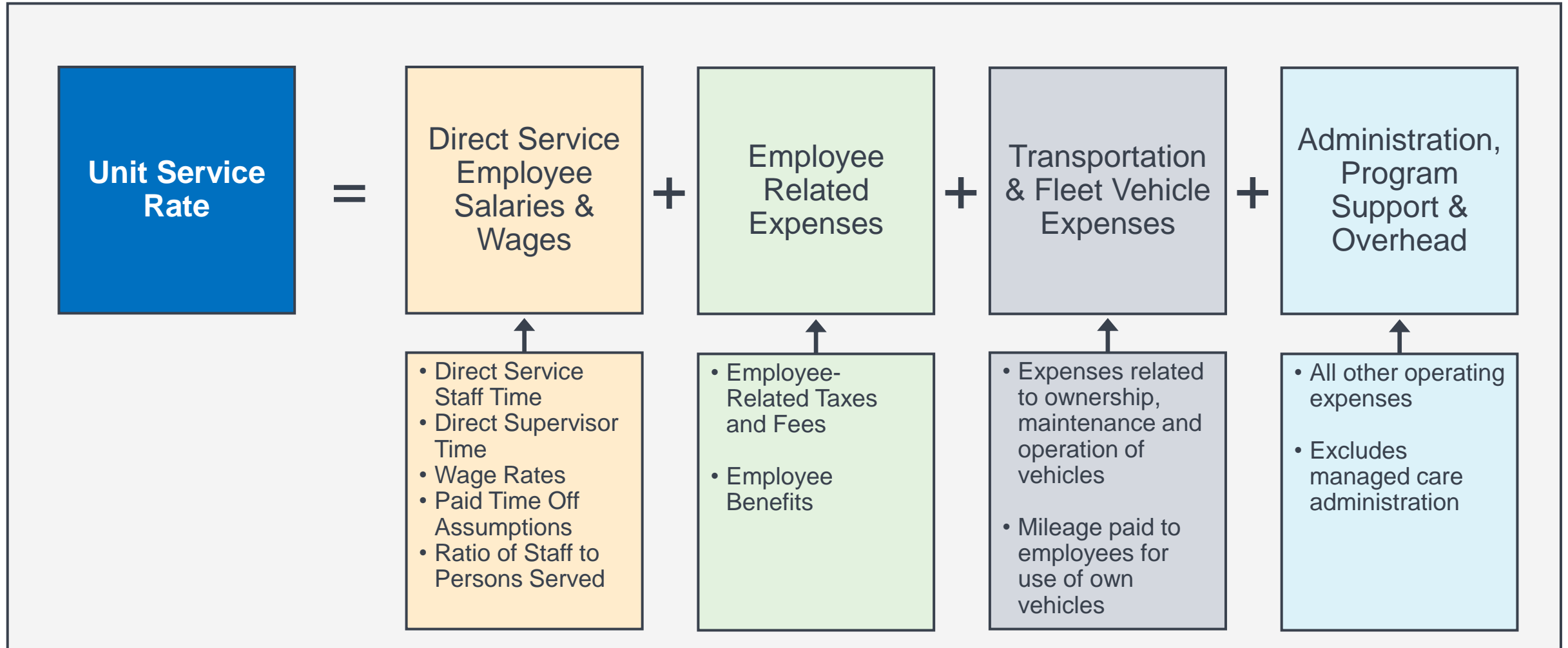
# Independent Rate Model Development

## Benefits of Independent Rate Model Approach



# Example Rate Models

## Independent Rate Model Framework Components

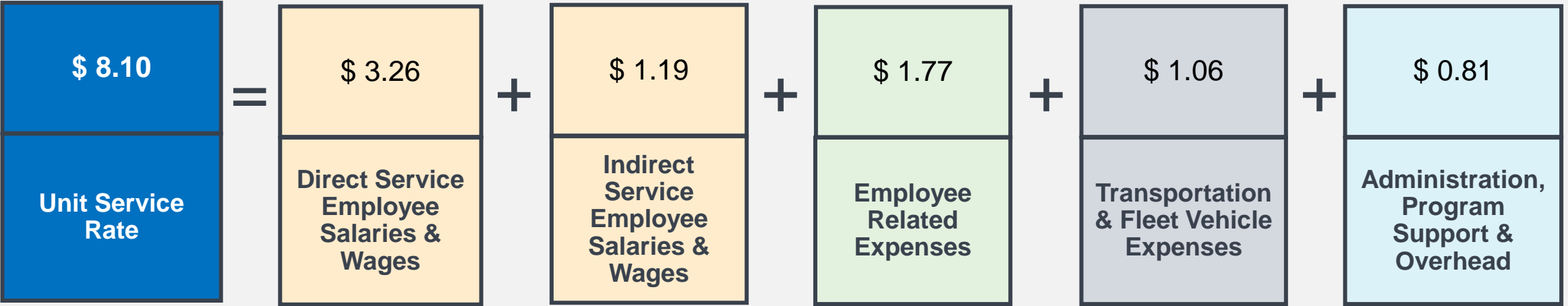


# Example Rate Models

## Independent Rate Model Framework Components

Component	Elements	Sub-elements	Clarifying Notes
Direct Service Employee Salaries and Wages	Service-related Time	Direct Time	<ul style="list-style-type: none"> <li>Corresponding time unit, or staffing requirement assumptions where not defined</li> <li>Adjusted for staffing ratios for some services (i.e., more than one person served concurrently, e.g., in group counseling sessions or for residential services).</li> </ul>
		Indirect Time	<ul style="list-style-type: none"> <li>Service-necessary planning, note taking and preparation time</li> </ul>
		Transportation Time	<ul style="list-style-type: none"> <li>Travel time related to providing service</li> </ul>
		PTO/Training/Conference Time	<ul style="list-style-type: none"> <li>Paid vacation, holiday, sick, training and conference time.</li> <li>Also considers additional training time attributable to employee turnover</li> </ul>
		Supervisor Time	<ul style="list-style-type: none"> <li>Accounted for using a span of control variable</li> </ul>
	Wage Rates	Can Vary for Overtime and Weekend Shift Differentials	<ul style="list-style-type: none"> <li>Wage rates based on BLS data, and vary by position. BLS wages are blended for certain services.</li> </ul>
	Stipends	Payments for on-call capacity	<ul style="list-style-type: none"> <li>Used for selected services</li> </ul>
Employee Related Expenses	Payroll-related Taxes and Fees	FICA, FUTA, SUI, Workers Compensation	<ul style="list-style-type: none"> <li>Applicable to all employees, and varies by wage level assumption</li> </ul>
	Employee Benefits	Health, Dental, Vision, Life and Disability Insurance, and Retirement Benefits	<ul style="list-style-type: none"> <li>Varies depending on position</li> </ul>
Transportation – Fleet Vehicle Expense	Vehicle Operating Expenses	Includes all Ownership and Maintenance-Related Expenses	<ul style="list-style-type: none"> <li>Varies by service. Some assume employee owned vehicle at federal rate. Other services assume fleet vehicle expenses or vans</li> </ul>
Administration, Program Support, Overhead	All other business related costs	Includes program operating expenses, including management, accounting, legal, IT, etc.	<ul style="list-style-type: none"> <li>Excludes expenses related to managed care administration</li> </ul>

# Example Rate Model – Community Living Supports (15 min)



## Key Model Assumptions

Staffing	Wage Rates	Time (Minutes per Unit)	ERE %	Transportation Expenses	Admin, Program Support & Overhead
DSW - Based on weighted values of CMHSP Salary Survey and BLS Data for Mental Health Support Staff - Less Than Bachelor's - Low	\$11.83	20.46	35.3%	\$1.06	10.00%
Supervisor - Based on weighted values of CMHSP Salary Survey and BLS Data for Mental Health Support Staff - Less Than Bachelor's - High	\$12.29	2.05	84.0%		



# Example Rate Model – Community Living Supports (15 min)

Ref.	Description	Direct Care Worker	Supervisor	Total	Notes
A	Direct Time - Average Minutes Per Unit	15.00			Based on unit of service minutes
B	Indirect Time - Average Minutes Per Unit	1.50			30 indirect minutes on average per day, with 19.69 units per person per day
C	Transportation Time - Average Minutes Per Unit	2.00			15 travel minutes per person per day, with 19.69 units per person per day
D	Direct Care Worker - Total Time Per Unit	<b>18.50</b>			$D = A + B + C$
E	Supervisor Span of Control		10		1 Supervisor for every 10 Direct Care Workers
F	Supervisor Time Per Unit		<b>1.85</b>		$F = D / E$
G	PTO/Training/Conf. Time Adjustment%	10.6%	10.6%		Assumptions based on employee classification
H	Adjusted Total Minutes Per Unit	<b>20.46</b>	<b>2.05</b>		DCW: $H = D * (1 + G)$ Supervisor: $H = F * (1 + G)$
I	Hourly Wage Rate	\$11.83	\$12.29		Bureau of Labor Statistics Data /CMHSP Salary Survey Data
J	Total Direct Service Wages Per Unit	<b>\$4.03</b>	<b>\$0.42</b>	<b>\$4.45</b>	$J = H * I / 60$ (minutes)
K	Employee Relate Expenses (ERE) %	35.3%	84.0%		Assumptions based on type of employee and wage level
L	Total ERE Expense Per Unit	<b>\$1.42</b>	<b>\$0.35</b>	<b>\$1.77</b>	$L = J * K$
M	Transportation-Related Vehicle Costs Per Unit			<b>\$1.06</b>	Federal rate of \$0.58, with average miles of 0.46 miles driven per unit
N	Administration Percentage of Total			10%	Portion of total rate
O	Administration Expenses			<b>\$0.81</b>	$O = N * (J + L + M) / (1 - N)$
P	<b>Rate Per 15-Minute Unit</b>			<b>\$8.10</b>	$P = J + L + M + O$