

Assumptions for Commonwealth of Virginia ABA Final Rates

Allowable Cost Components	Registered and Unregistered Behavior Technician (RBT/UBT)	Licensed Assistant Behavior Analyst (LABA)	Licensed Mental Health Professional (LMHP)	Licensed Behavior Analyst (LBA)
Individual or Group	Individual & Group	Individual & Group	Individual & Group	Individual & Group
Unit of Service	15 minutes	15 minutes	15 minutes	15 minutes
Bill Codes	<ul style="list-style-type: none"> • 97152 (Individual Assessment) • 97153 (Individual Treatment) • 97154 (Group Treatment) <ul style="list-style-type: none"> — Average of 3 children 	<ul style="list-style-type: none"> • 97151 HN (Individual Assessment) • 97152 HN (Individual Assessment) • 0362T HN (Team Functional Analysis) • 97153 HN (Individual Treatment) • 97155 HN (Individual Treatment) • 0373T HN (Team Modified Treatment) • 97154 HN (Group Treatment) <ul style="list-style-type: none"> — Average of 3 children 	<ul style="list-style-type: none"> • 97151 TF (Individual Assessment) • 0362T TF (Team Functional Analysis) • 97153 TF (Individual Treatment) • 97155 TF (Individual Treatment) • 0373T TF (Team Modified Treatment) • 97154 TF (Group Treatment) <ul style="list-style-type: none"> — Average of 3 children 	<ul style="list-style-type: none"> • 97151 HO (Individual Assessment) • 0362T HO (Team Functional Analysis) • 97153 HO (Individual Treatment) • 97155 HO (Individual Treatment) • 0373T HO (Team Modified Treatment) • 97154 HO (Group Treatment) <ul style="list-style-type: none"> — Average of 3 children

Allowable Cost Components	Registered and Unregistered Behavior Technician (RBT/UBT)	Licensed Assistant Behavior Analyst (LABA)	Licensed Mental Health Professional (LMHP)	Licensed Behavior Analyst (LBA)
		<ul style="list-style-type: none"> • 97158 HN (Group Treatment) <ul style="list-style-type: none"> — Average of 3 children • 97156 HN (Family) • 97157 HN (Group Family) <ul style="list-style-type: none"> — Average of 3 caregivers 	<ul style="list-style-type: none"> • 97158 TF (Group Treatment) <ul style="list-style-type: none"> — Average of 3 children • 97156 TF (Family) • 97157 TF (Group Family) <ul style="list-style-type: none"> — Average of 3 caregivers 	<ul style="list-style-type: none"> • 97158 HO (Group Treatment) <ul style="list-style-type: none"> — Average of 3 children • 97156 HO (Family) • 97157 HO (Group Family) <ul style="list-style-type: none"> — Average of 3 caregivers
Direct Care Qualifications and Wages (by percentile)	RBT/UBT: 25%: \$16.35 50%: \$19.67 75%: \$24.04	LABA Licensed: 25%: \$21.18 50%: \$27.39 75%: \$36.09	LMHP Licensed: 25%: \$30.78 50%: \$39.61 75%: \$50.27	LBA Licensed: 25%: \$36.58 50%: \$50.15 75%: \$63.60
Supervisor to Direct Care Worker Ratio	1:5 (4 RBT/UBT; 1 LABA) <ul style="list-style-type: none"> • Administrative Director: 0.188 FTE • Clinical Director: 1 FTE • Program size: 70 children (assumes 5 supervisors each with 0.2 time spent supervising) 	1:5 (4 RBT/UBT; 1 LABA) <ul style="list-style-type: none"> • Administrative Director: 0.188 FTE • Clinical Director: 1 FTE • Program size: 70 children (assumes 5 supervisors each with 0.2 time spent supervising) 	1:5 <ul style="list-style-type: none"> • Administrative Director: 0.188 FTE • Clinical Director: 1 FTE • Program size: 70 children (assumes 5 supervisors each with 0.2 time spent supervising) 	1:5 <ul style="list-style-type: none"> • Administrative Director: 0.188 FTE • Clinical Director: 1 FTE • Program size: 70 children (assumes 5 supervisors each with 0.2 time spent supervising)

Allowable Cost Components	Registered and Unregistered Behavior Technician (RBT/UBT)	Licensed Assistant Behavior Analyst (LABA)	Licensed Mental Health Professional (LMHP)	Licensed Behavior Analyst (LBA)
Staff to Client Ratio	<p>Group Sizes:</p> <ul style="list-style-type: none"> Average of 3 <p>Individual Caseload:</p> <ul style="list-style-type: none"> Registered: 1:3 Unregistered: 1:2 	<p>Group Sizes:</p> <ul style="list-style-type: none"> Average of 3 <p>Individual Caseload:</p> <ul style="list-style-type: none"> 1:7 	<p>Group Sizes:</p> <ul style="list-style-type: none"> Average of 3 <p>Individual Caseload:</p> <ul style="list-style-type: none"> 1:14 80% of time is direct care 	<p>Group Sizes:</p> <ul style="list-style-type: none"> Average of 3 <p>Individual Caseload:</p> <ul style="list-style-type: none"> 1:14 80% of time is direct care
Group Staffing	<p>RBT leading Group</p> <ul style="list-style-type: none"> 3:1 ratio. 1 RBT/UBT, additional 0.5 FTE LMHP/LBA for supervision (i.e., 3 children = 1 RBT/UBT + 0.5 FTE LMHP/LBA) 	<p>LABA leading Group as technician</p> <ul style="list-style-type: none"> 3:1 ratio. 1 LABA, additional 0.5 FTE LMHP/LBA for supervision (i.e., 3 children = 1 LABA + 0.5 FTE LMHP/LBA) <p>LABA leading Group as QHP</p> <ul style="list-style-type: none"> 3:4 ratio. 1 LABA and 3 RBT/UBT (i.e., 3 children = 1 LABA + 3 RBT/UBT) 	<p>LMHP leading Group as technician</p> <ul style="list-style-type: none"> 3:1 ratio. 1 LMHP (i.e., 3 children = 1 LMHP) <p>LMHP leading Group as QHP</p> <ul style="list-style-type: none"> 3:4 ratio. 1 LMHP and 3 RBT/UBT (i.e., 3 children = 1 LMHP + 3 RBT/UBT) 	<p>LBA leading Group as technician</p> <ul style="list-style-type: none"> 3:1 ratio. 1 LBA (i.e., 3 children = 1 LBA) <p>LBA leading Group as QHP</p> <ul style="list-style-type: none"> 3:4 ratio. 1 LBA and 3 RBT/UBT (i.e., 3 children = 1 LBA + 3 RBT/UBT)
Team Staffing	NA	<ul style="list-style-type: none"> 1:3 ratio. 1 LABA, additional 2 RBT/UBTs assisting (i.e., 1 child to 2 RBT/UBT + 1 LABA) 	<ul style="list-style-type: none"> 1:3 ratio. 1 LMHP, additional 2 RBT/UBTs assisting (i.e., 1 child to 2 RBT/UBT + 1 LMHP) 	<ul style="list-style-type: none"> 1:3 ratio. 1 LBA, additional 2 RBT/UBTs assisting (i.e., 1 child to 2 RBT/UBT + 1 LBA)

Allowable Cost Components	Registered and Unregistered Behavior Technician (RBT/UBT)	Licensed Assistant Behavior Analyst (LABA)	Licensed Mental Health Professional (LMHP)	Licensed Behavior Analyst (LBA)
<p>Other Program Staff Qualifications and Wages (Supervisor)</p>	<p>Wages:</p> <ul style="list-style-type: none"> • LABA Licensed: 25%: \$21.18 50%: \$27.39 75%: \$36.09 • LMHP Licensed: 25%: \$30.78 50%: \$39.61 75%: \$50.27 • LBA Licensed: 25%: \$36.58 50%: \$50.15 75%: \$63.60 • Administrative Director: 25%: \$46.82 50%: \$61.67 75%: \$77.78 • Clinical Director: 25%: \$39.39 50%: \$65.17 75%: \$78.89 <p>Supervisor Weighting:</p> <ul style="list-style-type: none"> • LBA Licensed: 100% 	<p>Wages:</p> <ul style="list-style-type: none"> • LMHP Licensed: 25%: \$30.78 50%: \$39.61 75%: \$50.27 • LBA Licensed: 25%: \$36.58 50%: \$50.15 75%: \$63.60 • Administrative Director: 25%: \$46.82 50%: \$61.67 75%: \$77.78 • Clinical Director: 25%: \$39.39 50%: \$65.17 75%: \$78.89 <p>Supervisor Weighting:</p> <ul style="list-style-type: none"> • LBA Licensed: 100% 	<p>Wages:</p> <ul style="list-style-type: none"> • Administrative Director: 25%: \$46.82 50%: \$61.67 75%: \$77.78 • Clinical Director: 25%: \$39.39 50%: \$65.17 75%: \$78.89 <p>Supervisor Weighting:</p> <ul style="list-style-type: none"> • Clinical Director: 100% 	<p>Wages:</p> <ul style="list-style-type: none"> • Administrative Director: 25%: \$46.82 50%: \$61.67 75%: \$77.78 • Clinical Director: 25%: \$39.39 50%: \$65.17 75%: \$78.89 <p>Supervisor Weighting:</p> <ul style="list-style-type: none"> • Clinical Director: 100%

Allowable Cost Components	Registered and Unregistered Behavior Technician (RBT/UBT)	Licensed Assistant Behavior Analyst (LABA)	Licensed Mental Health Professional (LMHP)	Licensed Behavior Analyst (LBA)
Employee Related Expenses (ERE) Health* FUTA/SUTA* FICA Workers Comp Other* (e.g., STD/LTD/Life Ins/Retirement)	Private Employee*: <ul style="list-style-type: none"> • \$450.72 (Per month) • \$242.00 (Per year) • 7.65% of wages • 0.89% of compensation • 3.45% of compensation <p><i>*Some benefits denoted by an asterisk are for full time employees only</i></p>	Private Employee*: <ul style="list-style-type: none"> • \$450.72 (Per month) • \$242.00 (Per year) • 7.65% of wages • 0.89% of compensation • 3.45% of compensation <p><i>*Some benefits denoted by an asterisk are for full time employees only</i></p>	Private Employee*: <ul style="list-style-type: none"> • \$450.72 (Per month) • \$242.00 (Per year) • 7.65% of wages • 0.89% of compensation • 3.45% of compensation <p><i>*Some benefits denoted by an asterisk are for full time employees only</i></p>	Private Employee*: <ul style="list-style-type: none"> • \$450.72 (Per month) • \$242.00 (Per year) • 7.65% of wages • 0.89% of compensation • 3.45% of compensation <p><i>*Some benefits denoted by an asterisk are for full time employees only</i></p>
Collective Days Off	35 days	35 days	35 days	35 days
Training Days	New Hire Initial Training: 9.3 days Standard Ongoing Training: 2.5 days	New Hire Initial Training: 5 days Standard Ongoing Training: 2.5 days	New Hire Initial Training: 5 days Standard Ongoing Training: 2 days	New Hire Initial Training: 5 days Standard Ongoing Training: 2 days
Training Costs	<ul style="list-style-type: none"> • National Training Certification: \$50 	<ul style="list-style-type: none"> • Annual Continuing Education: \$75 • Annual New Hire: \$75 • Annual Supervisor: \$75 	<ul style="list-style-type: none"> • Annual Continuing Education: \$150 • Annual New Hire: \$150 • Annual Supervisor: \$150 	<ul style="list-style-type: none"> • Annual Continuing Education: \$150 • Annual New Hire: \$150 • Annual Supervisor: \$150

Allowable Cost Components	Registered and Unregistered Behavior Technician (RBT/UBT)	Licensed Assistant Behavior Analyst (LABA)	Licensed Mental Health Professional (LMHP)	Licensed Behavior Analyst (LBA)
Full Time/Part Time Split	Full Time: 70% Part Time: 30%	Full Time: 80% Part Time: 20%	Full Time: 80% Part Time: 20%	Full Time: 80% Part Time: 20%
Staff Turnover	Experienced: 80% New Hire: 20%	Experienced: 80% New Hire: 20%	Experienced: 80% New Hire: 20%	Experienced: 80% New Hire: 20%
Total Full Time Hours	2080	2080	2080	2080
Productivity: Billable Hours per Day	Individual: 6 hours	Individual: 5 hours	Individual: 5 hours	Individual: 5 hours
Productivity: Absentee Factor	5%	5%	5%	5%
Transportation (Miles per day)	30 miles per day	30 miles per day	30 miles per day	30 miles per day
Mileage Reimbursement	\$0.56 per mile	\$0.56 per mile	\$0.56 per mile	\$0.56 per mile
Administration Percentage	10%	10%	10%	10%
Direct Care/Supervisory (Percent of time spent)	N/A	N/A	Direct Care: 80% Supervisory: 20%	Direct Care: 80% Supervisory: 20%

Service	Procedure Codes	DMAS Proposed Rate
Individual Assessment	<ul style="list-style-type: none"> • 97152 (RBT/UBT) • 97152 HN (LABA performing service as technician) • 97151 HN (LABA performing service as QHP) • 97151 TF (LMHP) • 97151 HO (LBA) 	<ul style="list-style-type: none"> • RBT/UBT Level: \$13.33 • LABA Level: \$20.87 • LMHP Level: \$35.02 • LBA Level: \$41.45
Individual Treatment	<ul style="list-style-type: none"> • 97153 (RBT/UBT) • 97153 HN (LABA performing service as technician) • 97155 HN (LABA performing service as QHP) • 97153 TF (LMHP performing service as technician) • 97155 TF (LMHP performing service as QHP) • 97153 HO (LBA performing service as technician) • 97155 HO (LBA performing service as QHP) 	<ul style="list-style-type: none"> • RBT/UBT Level: \$13.33 • LABA Level: \$20.87 • LMHP Level: \$35.02 • LBA Level: \$41.45
Group Treatment <ul style="list-style-type: none"> • Average of 3 children in a group • Limit of 5 children in a group 	<ul style="list-style-type: none"> • 97154 (Led by RBT/UBT) • 97154 HN (Led by LABA performing service as technician) • 97158 HN (Led by LABA performing service as QHP) • 97154 TF (Led by LMHP performing service as technician) • 97158 TF (Led by LMHP performing service as QHP) • 97154 HO (Led by LBA performing service as technician) • 97158 HO (Led by LBA performing service as QHP) 	<ul style="list-style-type: none"> • **RBT/UBT Level (1 RBT/UBT : 3 children): \$11.35 • **LABA Level (1 LABA : 3 children): \$13.87 • LABA Level (1 LABA + 3 RBT/UBTs : 3 children): \$20.29 • LMHP Level (1 LMHP : 3 children): \$11.67 • LMHP Level (1 LMHP + 3 RBT/UBTs : 3 children): \$25.00 • LBA Level (1 LBA : 3 children): \$13.82 • LBA Level (1 LBA + 3 RBT/UBTs : 3 children): \$27.15 <p><i>**Rates denoted by an asterisk include an additional 0.5 FTE LBA for supervision</i></p>
Family Training	<ul style="list-style-type: none"> • 97156 HN (LABA) • 97156 TF (LMHP) • 97156 HO (LBA) 	<ul style="list-style-type: none"> • LABA Level: \$20.87 • LMHP Level: \$35.02 • LBA Level: \$41.45

Service	Procedure Codes	DMAS Proposed Rate
Group Family Training <ul style="list-style-type: none"> • Average of 3 caregivers/guardians in a group • Limit of 5 caregivers/guardians in a group 	<ul style="list-style-type: none"> • 97157 HN (LABA) • 97157 TF (LMHP) • 97157 HO (LBA) 	<ul style="list-style-type: none"> • LABA Level (1 LABA : 3 caregivers): \$6.96 • LMHP Level (1 LMHP : 3 caregivers): \$11.67 • LBA Level (1 LBA : 3 caregivers): \$13.82
Team Analysis and Treatment	<ul style="list-style-type: none"> • 0362T HN (Functional Analysis led by LABA) • 0373T HN (Modified Treatment led by LABA) • 0362T TF (Functional Analysis led by LMHP) • 0373T TF (Modified Treatment led by LMHP) • 0362T HO (Functional Analysis led by LBA) • 0373T HO (Modified Treatment led by LBA) 	<ul style="list-style-type: none"> • LABA Level (1 LABA + 2 RBT/UBTs : 1 child): \$47.53 • LMHP Level (1 LMHP + 2 RBT/UBTs : 1 child): \$61.68 • LBA Level (1 LBA + 2 RBT/UBTs : 1 child): \$68.11

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