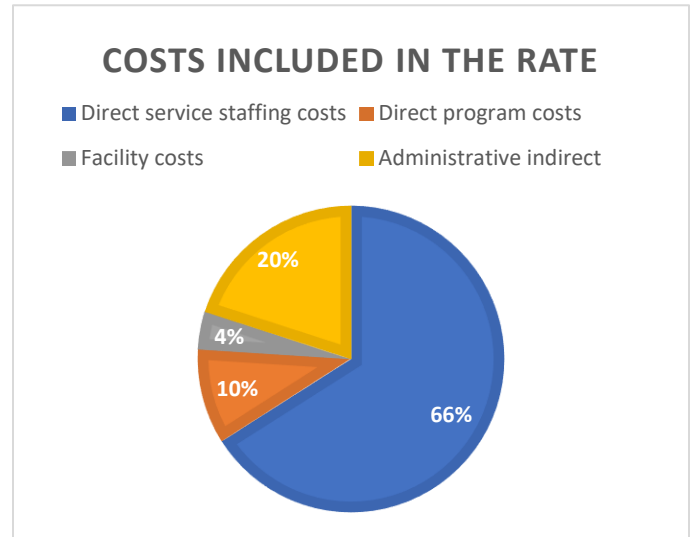


## Employment & Community Inclusion Rates Explained

Washington contracts the delivery of Employment and Community Inclusion services for people with developmental disabilities. The Legislature requested a [cost study](#) to better understand the fee for service model and determine a sustainable rate for providers.

**The rate covers the full cost of service delivery; more than just staffing.** (see p. 13 of study)

- Direct service staffing costs include: - Salaries and wages - Benefits and other payroll-related expenses (e.g., payroll taxes) - Adjustments to account for the fact that not all direct service staff paid hours are billable (e.g., due to client availability, unreimbursed program setup or staff meeting time, vacation, sick leave, training time, etc.).
- Direct program costs including costs associated with: - Mileage - Supplies - Translation - Assistive devices and other program-specific technology - Training - Other direct program staff time not attributed to direct service (e.g., first-line supervision).
- Administrative indirect costs including administrative support staff, executive management, HR support, information technology, other equipment and supplies, insurance, professional services, licensing and accreditation fees.
- Facility costs.



Fee for Service means direct service staff do not provide billable time during all working hours. For example, contractually required training, staff meetings, and leave time are not billable, and client availability may further reduce billable hours. In the provision of Individual Supported Employment services, for each hour of billable direct staff time, there is another hour of paid direct staff time that is not billable. In the provision of Community Inclusion services, for each hour of billable direct staff time, there is another 38.4 minutes of paid direct staff time that is not billable.

**WA recognizes the need for increases to wage earners; minimum wage will have increased by 84% since this rate was last adjusted<sup>i</sup>.** Most state contracted services or bargaining agreements have had increases during this time.

**Employment and Community Inclusion providers will need this rate adjustment to continue providing services the State of WA is accustomed to receiving, achieving the highest outcomes in the country for over 20 years.**

<sup>i</sup> WA minimum wage in 2010 was \$8.55 and in 2023 will be \$15.74