

# 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)
<b>Individual or Group</b>	Individual & Group	Individual & Group	Individual & Group	Individual & Group
<b>Unit of Service</b>	15 minutes	15 minutes	15 minutes	15 minutes
<b>Bill Codes</b>	<ul style="list-style-type: none"> <li>• 97152 (Individual Assessment)</li> <li>• 97153 (Individual Treatment)</li> <li>• 97154 (Group Treatment)                             <ul style="list-style-type: none"> <li>— Average of 3 children</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 97151 HN (Individual Assessment)</li> <li>• 97152 HN (Individual Assessment)</li> <li>• 0362T HN (Team Functional Analysis)</li> <li>• 97153 HN (Individual Treatment)</li> <li>• 97155 HN (Individual Treatment)</li> <li>• 0373T HN (Team Modified Treatment)</li> <li>• 97154 HN (Group Treatment)                             <ul style="list-style-type: none"> <li>— Average of 3 children</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 97151 TF (Individual Assessment)</li> <li>• 0362T TF (Team Functional Analysis)</li> <li>• 97153 TF (Individual Treatment)</li> <li>• 97155 TF (Individual Treatment)</li> <li>• 0373T TF (Team Modified Treatment)</li> <li>• 97154 TF (Group Treatment)                             <ul style="list-style-type: none"> <li>— Average of 3 children</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 97151 HO (Individual Assessment)</li> <li>• 0362T HO (Team Functional Analysis)</li> <li>• 97153 HO (Individual Treatment)</li> <li>• 97155 HO (Individual Treatment)</li> <li>• 0373T HO (Team Modified Treatment)</li> <li>• 97154 HO (Group Treatment)                             <ul style="list-style-type: none"> <li>— Average of 3 children</li> </ul> </li> </ul>

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

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

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

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

Allowable Cost Components	Registered and Unregistered Behavior Technician (RBT/UBT)	Licensed Assistant Behavior Analyst (LABA)	Licensed Mental Health Professional (LMHP)	Licensed Behavior Analyst (LBA)
<b>Full Time/Part Time Split</b>	Full Time: 70% Part Time: 30%	Full Time: 80% Part Time: 20%	Full Time: 80% Part Time: 20%	Full Time: 80% Part Time: 20%
<b>Staff Turnover</b>	Experienced: 80% New Hire: 20%	Experienced: 80% New Hire: 20%	Experienced: 80% New Hire: 20%	Experienced: 80% New Hire: 20%
<b>Total Full Time Hours</b>	2080	2080	2080	2080
<b>Productivity: Billable Hours per Day</b>	<b>Individual:</b> 6 hours	<b>Individual:</b> 5 hours	<b>Individual:</b> 5 hours	<b>Individual:</b> 5 hours
<b>Productivity: Absentee Factor</b>	5%	5%	5%	5%
<b>Transportation (Miles per day)</b>	30 miles per day	30 miles per day	30 miles per day	30 miles per day
<b>Mileage Reimbursement</b>	\$0.56 per mile	\$0.56 per mile	\$0.56 per mile	\$0.56 per mile
<b>Administration Percentage</b>	10%	10%	10%	10%
<b>Direct Care/Supervisory (Percent of time spent)</b>	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"> <li>• 97152 (RBT/UBT)</li> <li>• 97152 HN (LABA performing service as technician)</li> <li>• 97151 HN (LABA performing service as QHP)</li> <li>• 97151 TF (LMHP)</li> <li>• 97151 HO (LBA)</li> </ul>	<ul style="list-style-type: none"> <li>• RBT/UBT Level: \$13.33</li> <li>• LABA Level: \$20.87</li> <li>• LMHP Level: \$35.02</li> <li>• LBA Level: \$41.45</li> </ul>
Individual Treatment	<ul style="list-style-type: none"> <li>• 97153 (RBT/UBT)</li> <li>• 97153 HN (LABA performing service as technician)</li> <li>• 97155 HN (LABA performing service as QHP)</li> <li>• 97153 TF (LMHP performing service as technician)</li> <li>• 97155 TF (LMHP performing service as QHP)</li> <li>• 97153 HO (LBA performing service as technician)</li> <li>• 97155 HO (LBA performing service as QHP)</li> </ul>	<ul style="list-style-type: none"> <li>• RBT/UBT Level: \$13.33</li> <li>• LABA Level: \$20.87</li> <li>• LMHP Level: \$35.02</li> <li>• LBA Level: \$41.45</li> </ul>
Group Treatment <ul style="list-style-type: none"> <li>• Average of 3 children in a group</li> <li>• Limit of 5 children in a group</li> </ul>	<ul style="list-style-type: none"> <li>• 97154 (Led by RBT/UBT)</li> <li>• 97154 HN (Led by LABA performing service as technician)</li> <li>• 97158 HN (Led by LABA performing service as QHP)</li> <li>• 97154 TF (Led by LMHP performing service as technician)</li> <li>• 97158 TF (Led by LMHP performing service as QHP)</li> <li>• 97154 HO (Led by LBA performing service as technician)</li> <li>• 97158 HO (Led by LBA performing service as QHP)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>**RBT/UBT Level (1 RBT/UBT : 3 children): \$11.35</b></li> <li>• <b>**LABA Level (1 LABA : 3 children): \$13.87</b></li> <li>• LABA Level (1 LABA + 3 RBT/UBTs : 3 children): \$20.29</li> <li>• LMHP Level (1 LMHP : 3 children): \$11.67</li> <li>• LMHP Level (1 LMHP + 3 RBT/UBTs : 3 children): \$25.00</li> <li>• LBA Level (1 LBA : 3 children): \$13.82</li> <li>• LBA Level (1 LBA + 3 RBT/UBTs : 3 children): \$27.15</li> </ul> <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"> <li>• 97156 HN (LABA)</li> <li>• 97156 TF (LMHP)</li> <li>• 97156 HO (LBA)</li> </ul>	<ul style="list-style-type: none"> <li>• LABA Level: \$20.87</li> <li>• LMHP Level: \$35.02</li> <li>• LBA Level: \$41.45</li> </ul>

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

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