

Information Sheet:
Division of Developmental Disabilities
Direct Support Staff Costs

There are many factors that are included in the calculation and comparison of direct support staff costs across the various residential options. This information shows the base of salaries and benefits for direct support personnel working in state and privately operated Supported Living (SL) and state and privately operated Intermediate Care Facilities (ICF).

Direct support staff cost is the primary element incurred when enhanced or protective supervision for behavioral or other reasons is necessary for clients of the Division of Developmental Disabilities. As a direct cost, staff salaries and benefits can amount to 85% to 95% of provider budgets.

Factors included within calculation of benefits include compensation for other benefits like paid leave, insurance; retirement plans just to name a few. Some benefits are optional and agencies are not required to provide them. The chart used the salary level of an Attendant Counselor 1 in an RHC setting as the baseline for comparison purposes. The private Supported Living salary rate is based on King County rates, the highest in Washington State.

Direct Support Staff Cost Comparison

RHC – Residential Habilitation Center SOLA – State Operated Living Alternatives SL – Supported Living	RHCs ICF	SOLA SL	Private SL	Private ICF/ID
Positions Used	AC 1 Range 32 Step L	AC 2 Range 34 Step L	Instruction and Support Staff (ISS)	Resident Care and Training Staff
Hourly Wage Rate (reflects 3% salary reduction for RHCs and SOLAs)	\$15.91	\$16.69		\$13.29
Benchmark Reimbursement Rate for King County (Includes Salaries and Benefits)			\$15.78	
A - Salaries	\$2,769	\$2,904	\$2,188	\$2,304
B - Benefits @46% - 48% for RHCs & SOLAs; @ 25% for SL & GH; @ 34% for Private ICF/IDs	\$1,324	\$1,345	\$547	\$783
Total Salaries and Benefits (monthly)	\$4,093	\$4,249	\$2,735	\$3,087
<i>Percent of staff cost – RHC salary is the base</i>	<i>100%</i>	<i>104%</i>	<i>67%</i>	<i>75%</i>

Data: ADSA Management Services

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FOR MORE INFORMATION, CONTACT:
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