



Developmental Disabilities Administration (DDA) Rate Review Advisory Group

January 30, 2026



Housekeeping

Yemonja Smalls No active cameras 23:50

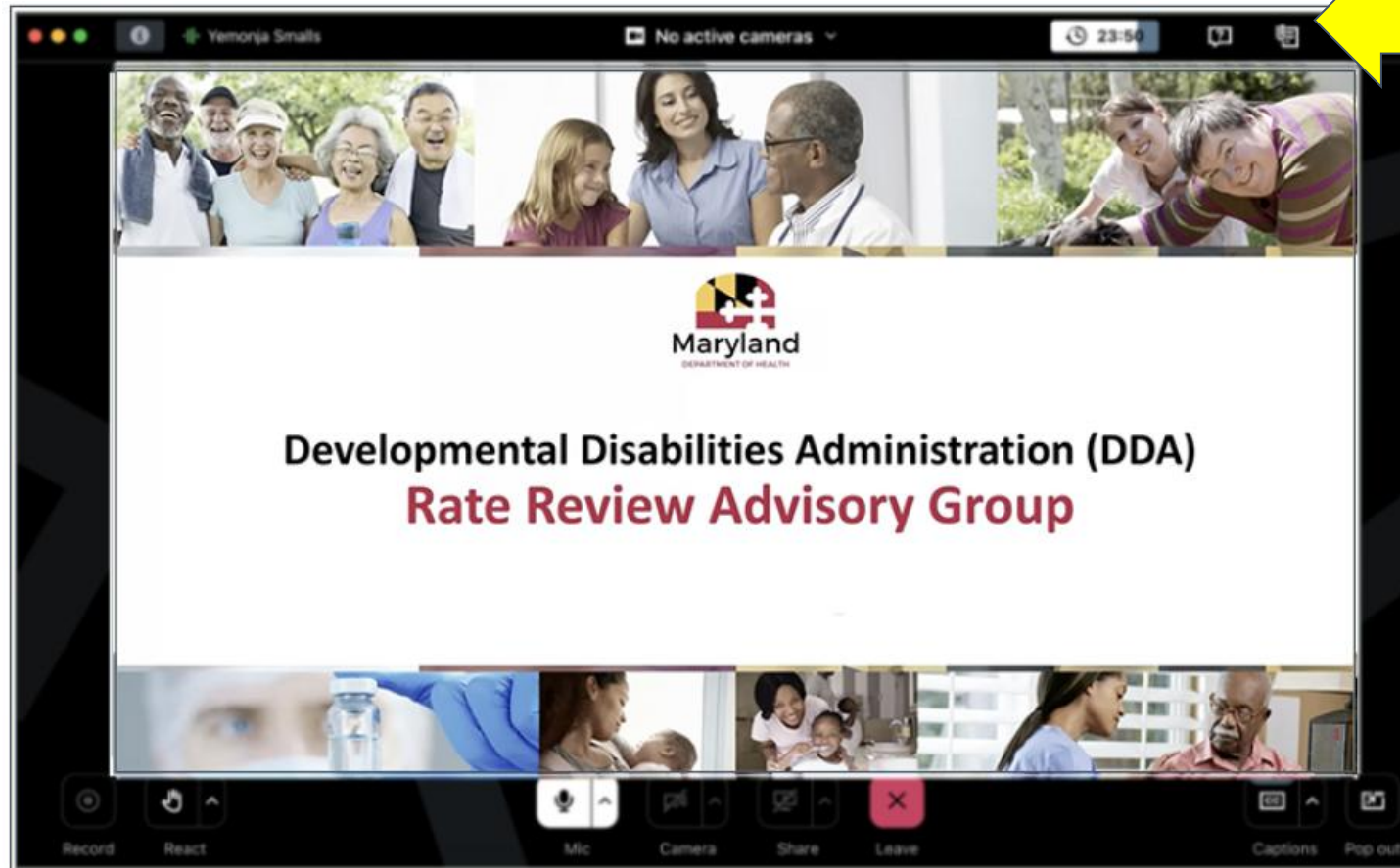
Maryland
DEPARTMENT OF HEALTH

Developmental Disabilities Administration (DDA)
Rate Review Advisory Group

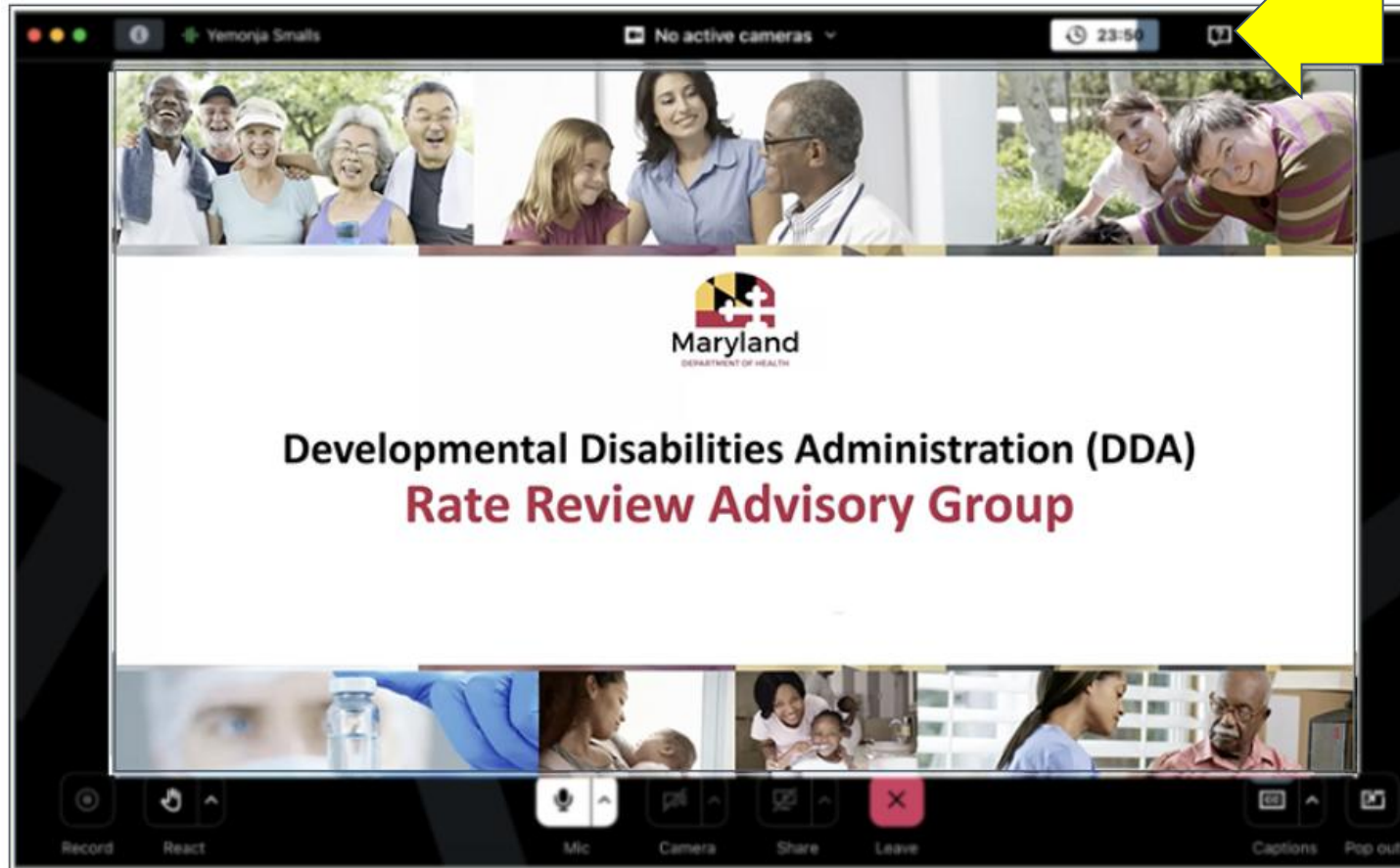
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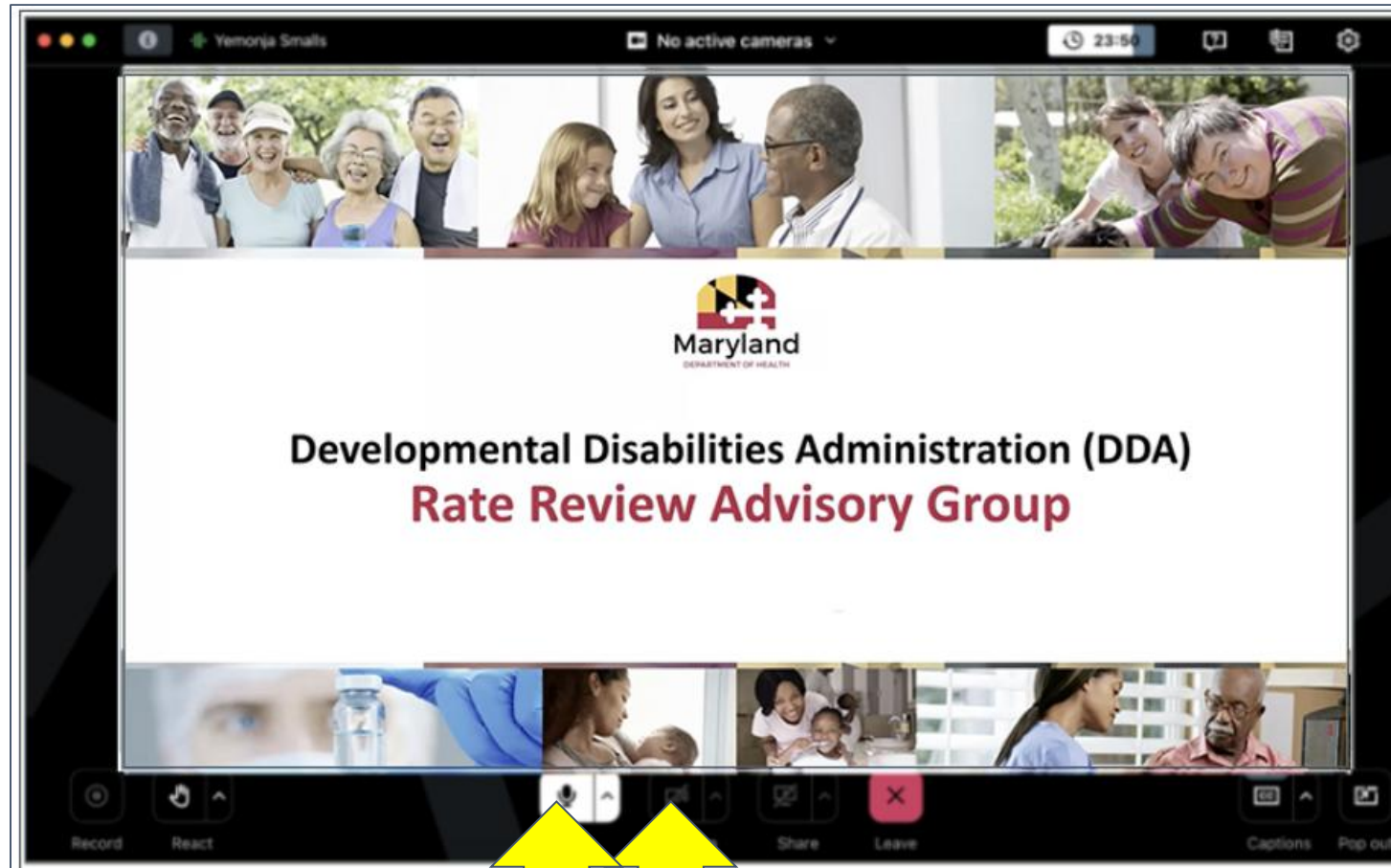
Housekeeping



Housekeeping



Housekeeping



Conduct

The free expression of diverse viewpoints is a fundamental value of our group. This freedom carries the responsibility to engage respectfully, which means treating one another with dignity and respect in good faith.

Uncivil behavior, disruptive actions, abusive language, threats, or harassment will not be tolerated and may result in removal from the meeting.

Welcome and Opening Remarks

Agenda

- Welcome and Opening Remarks
- Approval of Meeting Minutes
- Calendar Year 2026 Rate Review
Advisory Group Membership
- Calendar Year 2026 Priorities
Discussed
- Calendar Year 2026 RRAG Timeline
- Calendar Year 2026 Rate Rebase Process
 - FY25 GL Template - Updates
 - Wage Data - GL Template, BLS, and Productivity Factor
 - The Brick Model - Components
 - Additional Data - 990's
- Open Discussion
- Public Comment
- Next Steps and Adjournment

Approval of Meeting Minutes

Rate Review Advisory Group Membership

Rate Review Advisory Group Membership

Seat	Open or Reserved	Position	Incumbent
1.	Reserved	Industry Representative	Laura Howell, <i>MACS</i>
2.	Reserved	User of Services	Jessica Gallatin , <i>SDAN</i>
3.	Reserved	Industry Representative	Donna Retzlaff, <i>Spring Dell Center</i>
4.	Reserved	Industry Representative	Karen Adams-Gilchrist, <i>Providence Center</i>
5.	Open	Industry Representative	David Ervin, <i>Makom</i>
6.	Open	Industry Representative	Karen Lee, <i>SEEC</i>
7-8.	Open	Industry Representatives	Chris Parks, <i>Somerset Community Services</i> Matt Morgan , <i>Fello</i>
9.	Open	At-Large	Gregory (Greg) Miller, <i>Penn-Mar</i>
10.	Open	Self-Advocate, Current or Past User of Services	Mat Rice, <i>People on the Go</i>
11-12.	Designated	State chairs	Robert White, <i>DDA</i> Nick Gabor, <i>DDA</i> Jennifer Maher, <i>Medicaid</i>

Calendar Year 2026 RRAG Priorities

CY26 RRAG Priorities Discussed

Brick

- Rate Rebase - Calendar Year 2026
- Productivity Factor - Calendar Year 2026
- Acuity - Future Rate Setting

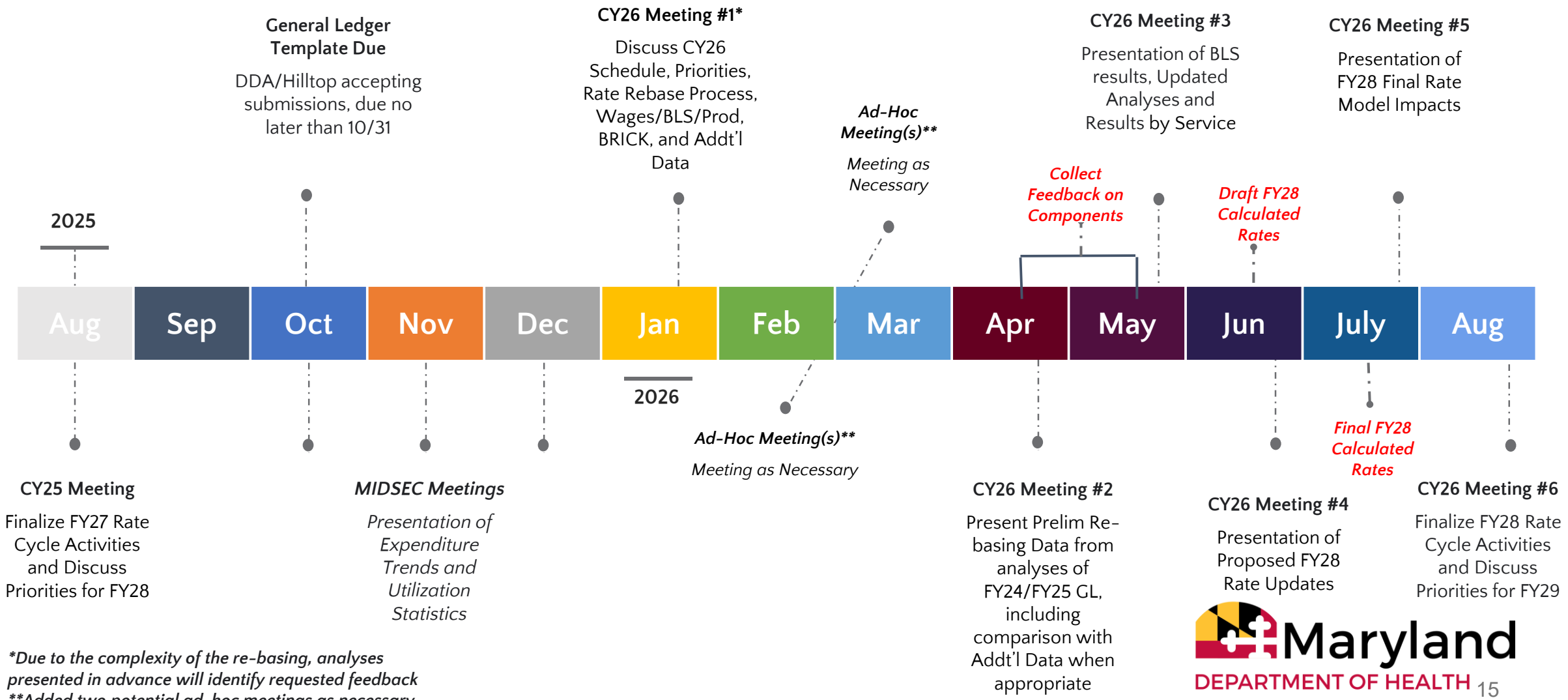
Services

- Employment Services - included in Calendar Year 2026 Rebase
- Meaningful Day Services - included in Calendar Year 2026 Rebase

Calendar Year 2026 RRAG Timeline

MD DDA Calendar Year 2026 RRAG Timeline

Fiscal Year 2028 Rate Setting Cycle



**Due to the complexity of the re-basing, analyses presented in advance will identify requested feedback*
***Added two potential ad-hoc meetings as necessary*

Rate Rebase Process Outcomes

- **Stakeholders understand the process** by which rates are reviewed and **feedback is collected**
- Adhere to a **structured process** to support and build upon the existing Brick methodology
- Timely processes for collection and review of feedback to enable **long-term development and maintenance of DDA rates**
- **Data-informed and-driven programs** and **stewardship** of public funds
- **Support the members DDA serves to help them achieve their desired outcomes**

Calendar Year 2026 Rate Rebase Process

Calendar Year 2026 Rate Rebase Process

Calendar Year 2026 Rate Rebase Process

- Fiscal Year 2025 GL Template - Updates
- Wage Data - GL Template, BLS, and Productivity Factor
- The Brick Model - Components
- Additional Data - 990's

Rebase - Fiscal Year 2025 GL Template Updates

Fiscal Year 2025 GL Template Updates

- **Submissions**

- Total providers required to submit: **333**
 - **211 (63%)** providers have submitted a complete template for review
 - **122 (37%)** providers have not submitted a template

- **Review and Resubmissions**

- All **211** submitted templates have been reviewed by Hilltop
 - **168 (50% of 333)** templates fully completed (second or third submission)

Fiscal Year 2024 - 2025 Data Collection Improvements

- Engagement with providers led to higher rates of follow-through in the submission process - 168 of the 211 (80%) providers that submitted a completed first submission have fully completed the submission process.
- Fiscal Year 2025 saw a 6% increase in response rate to feedback - 80% of feedback emails led to resubmissions.

Fiscal Year 2024 - 2025 Data Collection Improvements (continued)

- Approximately 30 templates did not require feedback in Fiscal Year 2025, while all templates in Fiscal Year 2024 required feedback emails.
- Improved timeliness - Fiscal Year 2025 template submissions were received closer to the target due date (10/31/25) than in Fiscal Year 2024.

Fiscal Year 2025 Template Improvements & Areas for Improvement

Fiscal Year 2025 Implemented Improvements

- Enhanced user experience utilizing macros for service tab selection.
- Development of drop-down menu items to simplify and standardize data inputs.
- Rollout of training videos tailored to specific feedback items from providers.
- Utilization of secure internal AI tool to supplement reviews of GL templates on DSP staffing patterns, cost item and cost category allocation, and BRICK component analysis.

Fiscal Year 2026 Template Improvements & Areas for Improvement

Fiscal Year 2026 Areas for Improvement

- Streamlining of data entry
 - In Fiscal Year 2025, macros/ActiveX content caused delays in data collection. New web platform will no longer require providers to submit excel documents.
- Implementation of data quality measures and alerts at the time of data entry
 - DSP wage check & DSP/ERE component check to be included on new Summary tab.
- Faster feedback turnaround time

Rebase - Wage Data

Wage Data - GL Template

- **Wage estimates** - updated this cycle starting with the reported wages in the General Ledger, cross checking those with BLS wage data and any other relevant data
- **Productivity factor** - modeled wages are expected to match actual paid wages for DSPs by service
- **Estimated wages** - trended forward to the middle of the rate period, December 31, 2027 for the Fiscal Year 2028 cycle

Wage Data - BLS Update

- **Occupation codes/wage data** - updated annually in early May. Subject to occasional revision (e.g., code may change or be added/subtracted). *Note - not all wages for all occupation codes are available in all metropolitan statistical areas.*
- **FY 2026 rate model** - used base BLS wages from Calendar Year 2024 trended forward to FY26Q2-4.

Wage Data - BLS Update (continued)

BLS 2024 Adjustments

- Occupation code, 19-3039: Psychologists, All Other not available in Lexington Park, MD. The Maryland Statewide value was used for this area
- Occupation codes 19-3039: Psychologists, All Other and 19-4099: Life, Physical, and Social Science Technicians, All Other, not available for Salisbury, MD, and the Maryland nonmetropolitan area. Appropriate Maryland Statewide value was used for counties in those areas

Wage Data - BLS Categories

Service	BLS Occupation Code	Percentile Wage Used in Rate Model
Community Living - Enhanced Supports: 1-4 w/Overnight Supervision	21-1093: Social and Human Service Assistants	75%
Dedicated Hours for Community Living-Enhanced Supports (1:1), (2:1)	21-1093: Social and Human Service Assistants	75%
CL/Enhanced Support Trial Experience w/ Overnight Supervision	21-1093: Social and Human Service Assistants	75%
Dedicated Hours for Community Living-Group Home (1:1), (2:1)	21-1093: Social and Human Service Assistants	75%
Community Living/Group Home: 1-8 w/ Overnight Supervision	21-1093: Social and Human Service Assistants	50%
Community Living/Group Home: 1-8 w/o Overnight Supervision	21-1093: Social and Human Service Assistants	50%
CL/Group Home Trial Exp: 2 w/ Overnight Supervision	21-1093: Social and Human Service Assistants	50%
CL/Group Home Trial Exp: 2 w/o Overnight Supervision	21-1093: Social and Human Service Assistants	50%
Shared Living: Level 1	FLAT RATE	
Shared Living: Level 2	FLAT RATE	
Shared Living: Level 3	FLAT RATE	
Supported Living: 1-4 w/ Overnight Supervision	21-1093: Social and Human Service Assistants	50%
Supported Living: 1-4 w/o Overnight Supervision	21-1093: Social and Human Service Assistants	50%
Dedicated Hours for Supported Living (1:1), (2:1)	21-1093: Social and Human Service Assistants	75%
Career Exploration Services: Facility Based		50%
Career Exploration - Large Group	21-1093: Social and Human Service Assistants	90%
Career Exploration - Small Group		50%
Community Development Service 2:1, 1:1, Group (2-4)	21-1093: Social and Human Service Assistants	75%

Wage Data - BLS Categories (continued)

Service	BLS Occupation Code	Percentile Wage Used in Rate Model
Day Habilitation 2:1, 1:1 Staffing Ratio	21-1093: Social and Human Service Assistants	75%
Day Habilitation Small Group (2-5)	21-1093: Social and Human Service Assistants	75%
Day Habilitation Large Group (6-10)	21-1093: Social and Human Service Assistants	90%
Employment Services - Job Development	21-1012: Educational, Guidance, and Career Counselors and Advisors	50%
Employment Services - Customized Self-Employment		50%
Employment Services - Follow Along Supports		75%
Employment Services - Ongoing Job Supports		50%
Employment Services - Discovery Milestone 1		50%
Employment Services - Discovery Milestone 2		50%
Employment Services - Discovery Milestone 3		50%
BSS - Brief Support Implementation Services	19-4099: Life, Physical, and Social Science Technicians, All Other	50%
BSS - Behavioral Consultation	19-3039: Psychologists, All Other	75%
BSS - Behavioral Plan	19-3039: Psychologists, All Other	50%
BSS - Behavioral Assessment	19-3039: Psychologists, All Other	50%
Environmental Assessment	29-1122: Occupational Therapists	50%
Housing Support Services	21-1012: Educational, Guidance, and Career Counselors and Advisors	50%
Personal Supports	21-1093: Social and Human Service Assistants	50%
Personal Supports Enhanced		75%
Nursing Support Services	29-1141: Registered Nurses	75%
Respite Care Services - Day	31-1120: Home Health and Personal Care Aides	50%
Respite Care Services - Hour		75%
Targeted Case Management	21-1012: Educational, Guidance, and Career Counselors and Advisors	50%

Wage Data - Productivity Factor

- DSPs - do not spend every available hour providing billable services. Actual wages to be “adjusted” by productivity factor to ensure costs during those non-billable periods are captured in the rates.
- Non-billable time - time DSPs spend not providing direct care to members like training or administration activities

Wage Data - Productivity Factor Example

	Rate Component	Measurement	Expenses
Billable*	Direct Care Staff	DSP Wages: FTE, PTE, Contract	\$188,600
Non-Billable**	Facility	Time on Facility Maintenance/Operations	\$3,300
	Program Support	Documentation Time	\$15,600
	Training	DSP Training	\$8,750
	Transportation	DSP Drive Time	\$9,900
	General & Administrative	G&A Tasks	\$5,600
	Total Non-Billable Wages		\$43,150
	Total Wages		\$231,750
	Productivity Factor (Total/Billable Wages)		1.23

For Productivity, need to split time by billable vs. non-billable

DESCRIPTION FROM GL TEMPLATE:

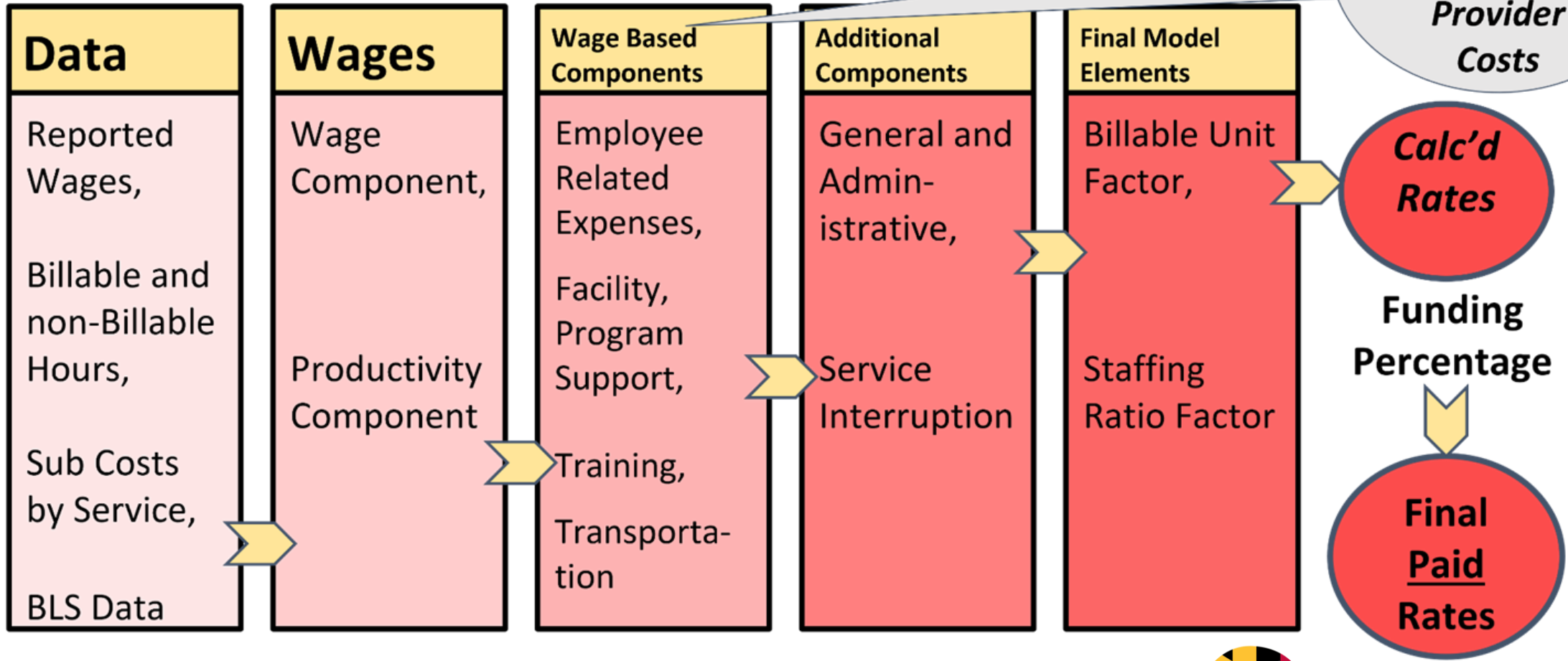
**Direct Care Staff (Items 1-3): DSP FTE/PTE - billable wages*

*** Program Support (Item 11): DSP wages unbillable - direct care staff wages for documentation time and other unbillable activities (unbillable time)*

Rebase - The Brick Model

Brick Model - Build Up of the Rates

Goal is to capture ALL allowable Provider Costs

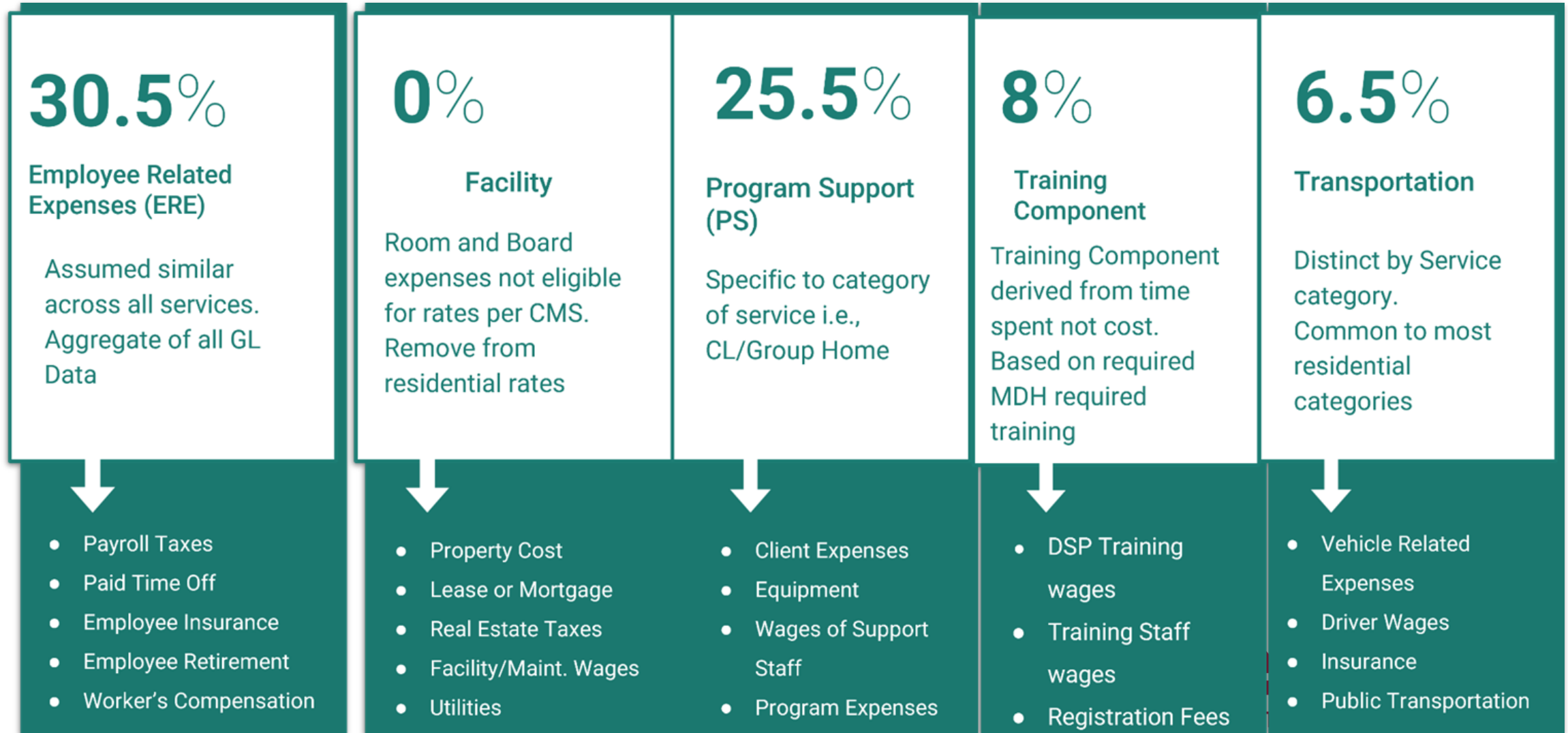


Brick Model - Rate Buildup Example

Rate Component	Adjustment	Cost Per Hour
Direct Care Staff Hourly Wage: Actual Paid Wage x Productivity Factor		\$25.00
Employee Related Expenses (ERE)	30.00%	\$7.50
Facility	15.00%	\$3.75
Program Support	20.00%	\$5.00
Training	5.00%	\$1.25
Transportation	10.00%	\$2.50
	<u>subtotal</u>	<u>\$45.00</u>
General & Administrative Expenses	<u>8.00% (% of Total Cost/Hour)</u>	<u>\$3.91</u>
Total Rate Per Hour (subtotal/(1-.08))		\$48.91
Additional Factors (e.g., Billable Units, Staffing Ratio, etc.)		TBD
Final Paid Rate		TBD

Brick Model categories intended to capture ALL allowable costs

Brick Model Example - CL/Group Home



Day Habilitation - 1:1 - Rest of State

Provider A - Hypothetical Provider

	Rates	Compared to Adjusted Wage	Compared to Actual Wage
Actual Wage Rate	\$ 23.72	80%	
Adjusted Wage After Productivity Factor	\$ 29.64		125%
ERE Component	\$ 9.04	30.5%	38.1%
Facility Component	\$ 8.45	28.5%	35.6%
Program Support Component	\$ 8.10	27.3%	34.1%
Training Component	\$ 3.46	11.7%	14.6%
Transportation Component	\$ 13.71	46.3%	57.8%
Subtotal	\$ 72.40		
General & Administrative Component	\$ 9.87	12.0%	12.9%
Total Gross G&A	\$ 82.28		
Service Adjustment	\$ 3.62	4.4%	4.7%
Fully Loaded Rate	\$ 85.90		
Hours per Unit	0.25		
Staff per Unit	1		
Billable Rate per Unit	\$ 21.47		
Billed Hours (Assumed Bill 80% of Hrs.)	3,373.39		
Billed Units	13,493.57		
Total Revenue	\$ 289,766.76		

Brick Model - Rate Buildup to Rates

Day Habilitation - 1:1 - Rest of State

Provider A - Hypothetical Provider

	Costs	Compared to Total Wages	Compared to Billable Wages
Total Wages	\$ 100,000		125%
Billable Wages	\$ 80,000	80%	
ERE Component	\$ 30,504	30.5%	38.1%
Facility Component	\$ 28,500	28.5%	35.6%
Program Support Component	\$ 27,318	27.3%	34.1%
Training Component	\$ 11,676	11.7%	14.6%
Transportation Component	\$ 46,250	46.3%	57.8%
Subtotal	\$ 244,248		
General & Administrative Component	\$ 33,307	12.0%	12.9%
Total Gross G&A	\$ 277,554		
Service Adjustment	\$ 12,212	4.4%	4.7%
Total Cost	\$ 289,767		

Assumed Actual Wage/Hr.	\$ 23.72
Implied Total Hours	4,216.74
Implied Billable Hours	3,373.39

Brick Model - Data from GL Templates

Rebase - Additional Data: 990's

Additional Data - 990's

- Data Sources
 - 990's - ProPublica's Nonprofit Explorer (DDA's nonprofit entities only)
 - Examples can be found here: <https://projects.propublica.org/nonprofits/>
- Time Period
 - 990's - Targeted the Fiscal Years Ending: 2022, 2023, and 2024

Additional Data - 990's Sample

Full text of "Full Filing" for fiscal year ending Oct. 2024

Tax returns filed by nonprofit organizations are public records. The Internal Revenue Service releases them in two formats: page images and raw data in XML. The raw data is more useful, especially to researchers, because it can be extracted and analyzed more easily. The pages below are a reconstruction of a tax document from the IRS.

Select a schedule

This would be reported as 2024 data, even though it is a 2023 IRS Filing

efile Public Visual Render ObjectID: 202512589349301166 - Submission: 2025-09-15

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

2023
Open to Public Inspection

A For the 2023 calendar year, or tax year beginning 11-01-2023 , and ending 10-31-2024

B Check if applicable: **C** Name of organization: Arizona Humane Society **D** Employer identification number

Additional Data - 990's

Table 1. Count of MD DDA Nonprofit Providers in Publicly Available 990 Dataset

	CY22/FYE22	CY23/FYE23	CY24/FYE24
990's Available (FYE)	118	132	92
Total DDA Providers (CY)	265	297	326
% Available (990's/Total DDA Providers)	44.5%	44.4%	28.2%

FYI: In 2024, nonprofit DDA providers received about 44% of DDA payments

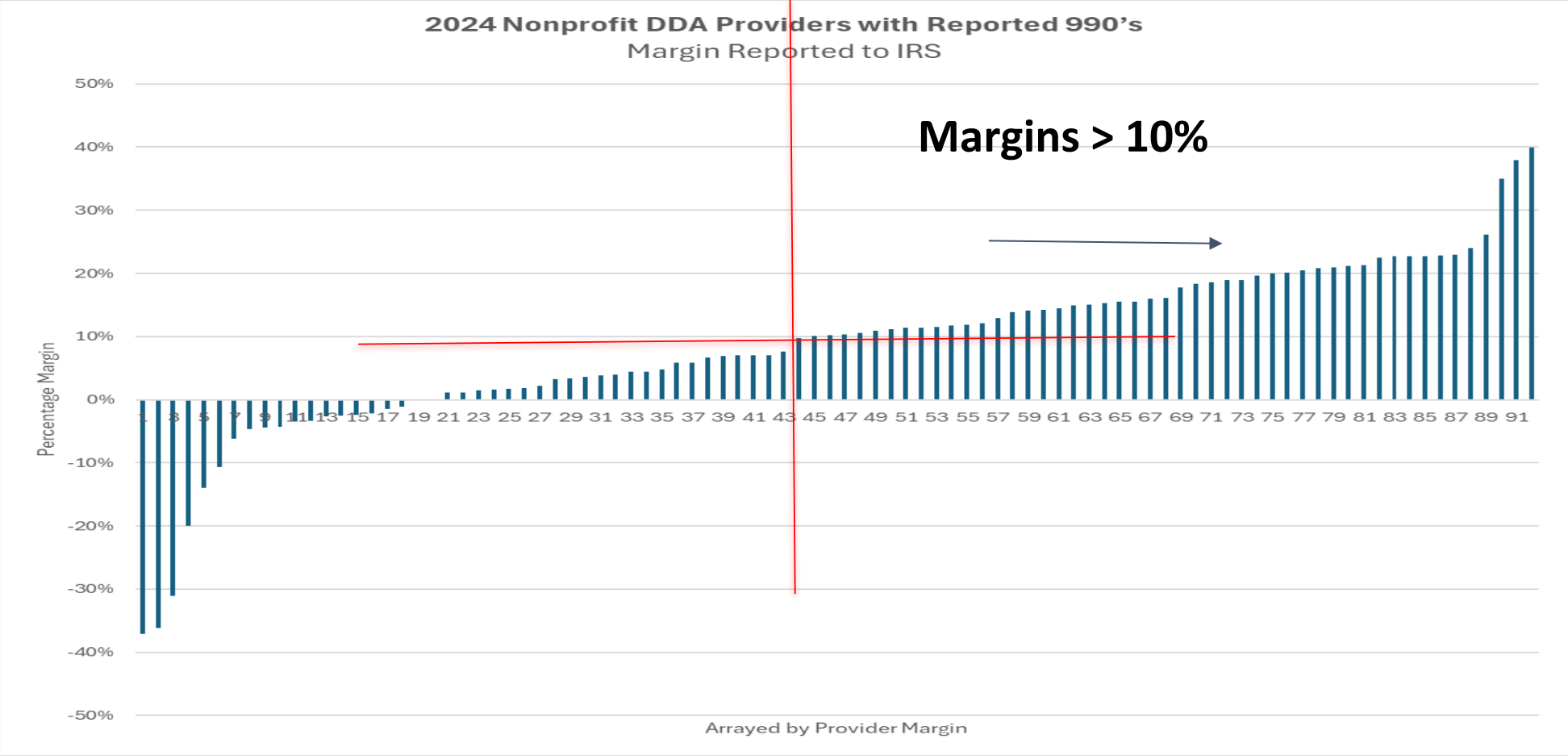


Additional Data - Margin Formula

Optumas calculated Margin using the formula:

$$\frac{\textit{(Total Revenue – Total Expenditures)}}{\textit{Total Revenue}}$$

Additional Data - 990's



Illustrative example showing FY24 990's with a significant number at 10% or greater (to the right of crossbar)

Open Discussion - Rate Review Advisory Group Members

Public Comment

Next Steps and Adjournment

Next Meeting

APRIL 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Upcoming Meeting Dates

The next RRAG meeting will be held **Monday, April 20, 2026 1:00 - 3:00 PM**

Remaining RRAG Dates
Thursday, May 28, 2026 2:00 - 4:00 PM
Thursday, June 25, 2026 12:00 - 2:00 PM
Thursday, July 30, 2026 12:00 - 2:00 PM
Thursday, August 27, 2026 12:00 - 2:00 PM

Rate Review Advisory Group Materials

<https://health.maryland.gov/dda/Pages/LTSSMaryland/RRAG.aspx>

The screenshot shows the website header for the Maryland Department of Health Developmental Disabilities Administration. The navigation menu includes: Home, About, Apply, People & Families, Services, CCS & Providers, Waivers & Policies, and Crisis. The main heading is "Rate Review Advisory Group". Below the heading, there is a breadcrumb trail: "CCS & Providers > Rates > Rate Review Advisory Group". A paragraph explains that the Rate Review Advisory Group (RRAG) is a group of volunteer stakeholders who help the Developmental Disabilities Administration develop Medicaid rates for services. The page contains three main sections: "Public Comment Form - RRAG Meetings" with a subtext: "To participate in the public comment segment of RRAG meetings, please submit your questions or comments no later than 2 weeks preceding the scheduled RRAG meetings."; "RRAG Charter (PDF)" with a subtext: "The organizing document which describes all the functions of the Group"; "Rates" with a subtext: "Rate information, components, and invoices for Fee-For-Service, Self-Direction, and Prospective Payment"; and "LTSSMaryland" with a subtext: "Information about LTSSMaryland".

Thank You!