



Developmental Disabilities Administration

Self-Directed Services

Reasonable and Customary Standards for Employees
Effective until June 30, 2026

Reasonable and Customary Standards for Employees - Effective until June 30, 2026				
Waiver Service	Unit	Reasonable and Customary Wage Maximum	Wage Exception Maximum (Also referred to as Rest of State) (Capped at 15% above Reasonable and Customary Wage Maximum)	Wage Exception Maximum for Calvert, Charles, Frederick, Montgomery, and Prince George's counties (Capped at 10% above Rest of State Exception Maximum)
Community Development Services - Group (2-4), Dedicated 1:1, and 2:1 (per employee)	Hour	\$32.45	\$37.32	\$41.05
Employment Services - Ongoing Job Supports	Hour	\$32.45	\$37.32	\$41.05
Employment Services - Follow Along Job Supports	Hour	\$32.45	\$37.32	\$41.05
Nursing Support Services	Hour	\$64.90	\$74.64	\$82.10

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Day-to-Day Administrative Supports	Hour	\$32.45	\$37.32	\$41.05
Personal Supports	Hour	\$32.18	\$37.01	\$40.71
Personal Supports - Enhanced 1:1 and 2:1 (per employee)	Hour	\$37.86	\$43.54	\$47.89
Respite Care Services	Hour	\$21.63	\$24.87	\$27.36
Support Broker	Hour	\$32.45	\$37.32	\$41.05