

**Developmental Disabilities Administration**  
**Self Directed Services -Staff Reasonable and Customary Wages - May 1, 2021**

Overview: Under the DDA’s Family Supports, Community Supports, and Community Pathways Waivers, participants using the Self-Directed Services Delivery Model can establish their own staff wages for approved services for staff they hire directly under their employer authority to provide services and supports. However, staff wages must be reasonable and customary. The following table provides information on staff wage ranges to consider. In addition, participants can submit a request to exceed the range using the Self-Directed Services - Staff Wage Exception Form. A higher wage can be used, as noted below, if you live in one of the following counties - Calvert, Charles, Frederick, Montgomery, or Prince George's.

SERVICE	BILLABLE UNIT	Staff Wage Range		Exception Maximum	
		MINIMUM	MAXIMUM	Standard	Calvert, Charles, Frederick, Montgomery, and Prince George's Only
Community Development Services	Hour	\$15.00	\$30.00	\$48.52	\$52.84
Employment Services - Ongoing Job Supports	Hour	\$15.00	\$30.00	\$56.82	\$64.53
Nursing Support Services	Hour	\$42.00	\$60.00	\$64.84	\$69.56
Personal Supports	Hour	\$15.00	\$29.75	\$29.75	\$38.26
Personal Supports - Enhanced	Hour	\$20.00	\$35.00	\$39.61	\$49.60
Respite Care Services	Hour	\$15.00	\$20.00	\$24.42	\$24.47
Support Broker	Hour	\$15.00	\$30.00	\$55.90	\$55.90

Notes:

- 1- Participants can hire staff at their county's established minimum wage and may decide to offer future pay increases or benefits based on staff performance.
- 2- Maryland's minimum wage can be viewed at: Maryland Minimum Wage and Overtime Law at <https://www.dllr.state.md.us/labor/wages/minimumwagelaw.pdf>
- 3- The Self-Directed Services - Staff Wage Exception Form is used to request to exceed the maximum staff wage range. The form is available on the DDA Self-Directed Service Guidance, Forms, and Webinars dedicated page and Self-Direction - Staff Wages, Provider/Vendor Rates, and Exception Process policy with in PolicyStat.
- 4- The exception maximums are based on the provider/vendor maximum rates minus 14% for staff related taxes.
- 5 -In the event that DDA rates are increased for staff Cost of Living Adjustments (COLA), the Self-Directed Services - Staff Reasonable and Customary Staff Wages will be updated prior to the COLA effective date.