AUDIENCE: AWC FMS organizations, Participants in the AWC FMS model, Managing employers, Support Service Workers (SSWs), Administrative Entities (AEs) and Supports Coordination Organizations (SCOs)

PURPOSE: This Office of Developmental Programs (ODP) communication is intended to provide the Department established fees and the corresponding wage range tables for specific PDS provided to participants utilizing the AWC FMS model effective July 1, 2015. The following is a brief overview of the items that are included in this communication.

- There are two attachments that provide the AWC FMS Department established fees and wage ranges effective July 1, 2015.
  - Attachment #1, *PDS AWC Wage Ranges, Hourly Benefit Allowance and Department established fees Effective July 1, 2015*; and

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1 For the purposes of this Informational Packet, the use of the word participant implies that the person is enrolled in the Consolidated or Person Family/Directed Support (P/FDS) Waiver.
- Attachment #3, *PDS AWC Wage Ranges, Hourly Benefit Allowance and Payment Rates Effective July 1, 2015 for Enhanced Communication Services for Consolidated Waiver*.

- On July 1, 2015, ODP Informational Packets #091-14, *Agency With Choice (AWC) Financial Management Services (FMS) Wage Ranges and Benefit Allowance and Corresponding Department established fees for Specific Participant Directed Services (PDS) Effective January 1, 2015 and #095-14, Revising ISPs with the Updated AWC FMS Fees Effective January 1, 2015* will be made obsolete.

- The geographic areas remain the same for Fiscal Year 2015-2016. The geographic area assignments are included as Attachment #2.

**DISCUSSION:**

**Wage Ranges and Hourly Benefits Allowance Attachments and Tables**

There are ODP established wage ranges and an hourly benefit allowance for six (6) of the thirteen (13) PDS categories for participants who are self-directing services using the AWC FMS model.

**Attachment #1, PDS AWC Wage Ranges, Hourly Benefit Allowance and Department established fees Effective July 1, 2015** indicates the services for which ODP has established wage ranges and an hourly benefit allowance (with the assigned procedure code for each service). These are identified on the tables for each geographic area (1-3). Participants enrolled in either the Person/Family Directed Support (P/FDS) or Consolidated Waiver will use the wage and hourly benefit allowance in Attachment #1. These wage ranges are effective July 1, 2015.

**Attachment #3, PDS AWC Wage Ranges, Hourly Benefit Allowance and Payment Rates Effective July 1, 2015 for Enhanced Communication Services for the Consolidated Waiver** was developed as a result of the Harry M. vs. DPW settlement agreement the Department entered into on August 20, 2013. The wage ranges and benefit allowance (with the assigned procedure code for each service) for enhanced communication services are identified on the tables for each geographic area (1-3). These wage ranges are effective July 1, 2015.

The wage ranges and benefit allowance contained in Attachment #3 may **only** be used when a participant is:

- Enrolled in the Consolidated Waiver;
- Deaf; and
- Determined to need a service by staff who are proficient in Sign Language.
Guidance about Enhanced Communication

As part of the settlement of this lawsuit, the Department added data fields to the Home and Community Services Information System (HCSIS) to support enhanced communication services. These new fields allow ODP to identify and track Harry M. class members and individuals in the Consolidated Waiver who are eligible for enhanced communication services.

In addition, the Enhanced Communication Services modifier (U1) was added to eligible services listed in Attachment #3. It also allows for enhanced communication services to be included in the ISP. The services with the U1 modifier should only be added to the ISP if the participant meets program eligibility, is in need of enhanced communication supports and the SSW has been determined qualified to provide the service by ODP.

Guidance about Wage Ranges, Hourly Benefit Allowance, and Department established fees

The AWC FMS Department established fees are identified in the two far right columns of Attachments #1 and #3. The “total amount” on the service details page of the ISP will need to reflect the total units and total amount for each AWC service on the plan. **Please Note:** The Supports Coordinators should not use the AWC FMS Calculator that was included with Informational Packet #095-14 for Fiscal Year 2014-2015 rates.

The wage ranges and hourly benefit allowance vary by geographic area to take regional cost variations into account. The areas have been identified in Attachment #2, Appointed Geographic Areas for Wage, Benefit Ranges and Department established fees. Each AWC FMS organization is assigned to one of three geographic areas based on the AWC FMS organization’s service location. For each participant enrolled in the Consolidated or the P/FDS waiver, the wage range that applies is the one assigned to the AWC FMS organization.

The following is a list of the components that comprise the Department established fee that is paid to the AWC FMS organization:

- Wage to the SSW
- Benefit allowance (when negotiated)
- Employer-related taxes/insurances
- Workers’ Compensation
- Training costs (wage to the worker to attend training and cost of the training)
- AWC Provider Liability Insurance
- Employer-paid health care cost considerations

Both the SC and the AWC FMS organization will ensure copies of this informational packet and the correct attachments are provided to the managing employer.

The AWC FMS organization is required to explain in detail the information included in this packet including how to use the wage/benefit allowance and an explanation of the Department
established fee for the applicable geographic area based on the AWC FMS organization’s administrative service location.

It is important that the AWC FMS organization and the managing employer understand how the benefit allowance is applied. The benefit allowance, when offered by the managing employer, is the hourly allowance identified for each geographic area. It is also important that the managing employers understand how to use the wage and benefit allowance when negotiating wages with the SSWs. For example, using Attachment #1 and the appropriate Area 1-3 chart, the managing employer can negotiate a wage within the established ranges and can also decide whether to offer the established hourly benefit allowance. The established benefit allowance amount varies by appointed area and is included in the AWC “Fee with Benefit Allowance” column on the far right of the table. The established hourly benefit allowance is included as a footnote on the bottom of the tables in Attachments #1 and #3.

Managing employers are to use the appropriate geographic area wage ranges and benefit allowance when negotiating the wages and optional benefit allowance with SSWs who are qualified and eligible to be paid by the AWC FMS organization. An explanation on how to use the wage ranges and the optional benefit allowance is outlined below:

- The AWC FMS organization shall work with the managing employers to ensure the managing employers use the appropriate Wage Ranges, Hourly Benefit Allowance and Payment Rates Table. Attachment #1 will be the appropriate table to use for most participants. However, managing employers should contact the AWC FMS or SC to determine if enhanced communication services may be appropriate for the participant.
- The AWC FMS organization shall work with the managing employers to ensure the managing employers use the appropriate geographic area wage and benefit ranges. The AWC FMS organization shall make managing employers aware of the Department established fee for each service and how that fee is included and calculated in the ISP. In addition, the wage range and benefit allowance information must be reviewed prior to the effective date of July 1, 2015. The AWC FMS organization may not impose more stringent agency-established wages within the wage ranges.

Example: The wage range for Unlicensed Home and Community Habilitation Level 3 (W7060) in Attachment #1 for Area 1 is $7.25 to $16.71 per hour. An AWC FMS organization in Area 1 may not impose a restriction on the top payment to SSWs at $12.00 per hour.

- The wage ranges and benefit allowance apply to new hires and existing SSWs. The wages/benefits of SSWs hired before July 1, 2015, whose wages/benefits are above the attached ranges, may be reduced by the AWC FMS organization to align with the established ranges/benefit amount. If an AWC FMS organization chooses to pay an SSW an hourly wage that exceeds the wage and benefit ranges, the AWC FMS organization is responsible to pay the excess amount of wages and benefits. ODP expects the AWC FMS organization will inform the managing employer of the AWC FMS organization’s decision to reduce an hourly wage prior to the reduction being discussed with the SSW.
If the AWC FMS organization needs to reduce the wage to align with the established wage range/benefit allowance, that reduction must be made in accordance with Labor and Industry Standards. Those standards include but are not limited to disallowance for a retroactive reduction.

- **The benefit allowance, if offered, must be adjusted for the next pay date following July 1, 2015.** The AWC FMS organization and managing employer may not negotiate a benefit allowance that is different than the established hourly benefit allowance. The AWC FMS organization or managing employer needs to explain to the SSW that the benefit allowance is an increase to the wage. The benefit allowance includes consideration for paid time-off and benefits including disability insurance, life insurance, or retirement savings.

- After negotiating the wages, and, the benefit allowance when offered, for each SSW, the managing employer and the AWC FMS organization shall keep a record of the final wage and benefit allowance paid for each employed SSW.

- The AWC FMS organization shall ensure that the SC has the necessary information to complete the ISP which includes the total units and total amount for the corresponding service, procedure code and modifier, as appropriate, (U4, when a benefit allowance is not included) to the ISP.

- When the benefit allowance is not offered by the managing employer and the AWC FMS is billing with two modifiers, the U4 is listed first and the U1 modifier is listed second.

Neither wage and benefit allowance nor Department established fees were developed for the following outcome-based PDS vendor services:

- Transportation (public).
- Respite camp.
- Home accessibility adaptations.
- Vehicle accessibility adaptations.
- Assistive technology.
- Specialized supplies.
- Education Support.

An AWC FMS organization is required to manage and process all the authorized vendor services/claims for the vendor services noted above for participants who are self-directing waiver-funded services with the AWC FMS organization. This function is included as part of the AWC FMS organization’s monthly administrative fee. The AWC FMS organization must process all PDS vendor service claims at the cost of the good or service charged to the general public.

**NOTE:** Transportation mileage is reimbursed at the established rate for Department of Human Services employees for business travel.

ODP issues AWC FMS Department established fees for Waiver eligible services in a public notice in the *Pennsylvania Bulletin.* The *Pennsylvania Bulletin* may be accessed on the Internet at: [http://www.pabulletin.com](http://www.pabulletin.com).
Questions regarding this informational packet should be directed to the appropriate ODP Regional Program Manager or Regional Financial Management Services Lead.

LOCATION OF THIS COMMUNICATION:

This informational packet may be accessed through the provider, AE and SCO Information Centers’ links as well as the Participant Directed Services (PDS) link from the Main Menu which is currently located on the ODP Consulting website homepage: www.odpconsulting.net.

ATTACHMENTS:

- Attachment #1:  *PDS AWC Wage Ranges, Hourly Benefit Allowance and Department established fees Effective July 1, 2015*
- Attachment #2:  *Appointed Geographic Areas for Wage, Benefit Ranges and Department established fees*
- Attachment #3:  *PDS AWC Wage Ranges, Hourly Benefit Allowance and Payment Rates Effective July 1, 2015 for Enhanced Communication Services for Consolidated Waiver*

OBSCLETE:

Effective July 1, 2015,

- *Obsolete Informational Packet #091-14, Agency With Choice (AWC) Financial Management Services (FMS) Wage Ranges and Benefit Allowance and Corresponding Department established fees for Specific Participant Directed Services (PDS) Effective January 1, 2015*
- *Obsolete Informational Packet #095-14, Revising ISPs with the Updated AWC FMS Fees Effective January 1, 2015*
<table>
<thead>
<tr>
<th>Service</th>
<th>Procedure Code</th>
<th>Unit</th>
<th>Effective 7-1-2015 Hourly Wage Range</th>
<th>Effective 7-1-2015 Rate without Benefit Allowance</th>
<th>Effective 7-1-2015 Rate with Benefit Allowance</th>
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## PDS AWC Wage Ranges, Hourly Benefit Allowance and Payment Rates Effective July 1, 2015

### PDS Model Agency With Choice Area 1

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</table>

1. For services without Benefit Allowance, the Procedure Code would contain the modifier “U4”.
2. For each service, the hourly wage ranges provide the range of wages from which the managing employer selects when setting the hourly wage that will be paid to the Support Service Worker (SSW). These wage ranges do not include consideration for a benefit allowance. Managing employers who choose to offer an hourly benefit allowance to the SSW will pay an additional $2.10 per hour (on top of the wage selection) to the SSW.
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<thead>
<tr>
<th>Service</th>
<th>Procedure Code¹</th>
<th>Unit</th>
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1 For services without Benefit Allowance, the Procedure Code would contain the modifier “U4”.
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<tr>
<th>Service</th>
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<th>Unit</th>
<th>Effective 7-1-2015 Hourly Wage Range²</th>
<th>Effective 7-1-2015 Rate without Benefit Allowance</th>
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<td>Unlicensed Home &amp; Community Habilitation</td>
<td>W7060</td>
<td>15 Minutes</td>
<td>Low: $7.25 High: $14.79</td>
<td>Low: $4.46 High: $5.01</td>
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<tr>
<td>Unlicensed Home &amp; Community Habilitation</td>
<td>W7061</td>
<td>15 Minutes</td>
<td>Low: $20.41 High: $24.47</td>
<td>Low: $7.26 High: $7.81</td>
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<tr>
<td></td>
<td>W7069</td>
<td>15 Minutes</td>
<td>Low: $20.41 High: $24.47</td>
<td>Low: $14.51 High: $15.61</td>
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<tr>
<td>Unlicensed In-Home Respite</td>
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<td>15 Minutes</td>
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<td>Low: $3.13 High: $3.68</td>
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</tr>
<tr>
<td></td>
<td>W7252</td>
<td>Day</td>
<td>Low: $7.25 High: $10.17</td>
<td>Low: $405.21 High: $475.41</td>
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# PDS AWC Wage Ranges, Hourly Benefit Allowance and Payment Rates Effective July 1, 2015

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<thead>
<tr>
<th>Service</th>
<th>Procedure Code</th>
<th>Unit</th>
<th>Effective 7-1-2015 Hourly Wage Range</th>
<th>Effective 7-1-2015 Rate without Benefit Allowance</th>
<th>Effective 7-1-2015 Rate with Benefit Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Low</td>
<td>High</td>
<td></td>
</tr>
<tr>
<td>Unlicensed Out-of-Home Respite</td>
<td>W8012</td>
<td>15 Minutes</td>
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<td>$ 3.13</td>
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<tr>
<td>(W8012 &amp; W8002: Level 2)</td>
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<td>15 Minutes</td>
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<td>$ 10.17</td>
<td>$ 6.28</td>
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<tr>
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<td>$ 10.17</td>
<td>$ 202.61</td>
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<td>$ 7.25</td>
<td>$ 10.17</td>
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<td>$ 19.86</td>
<td>$ 21.81</td>
<td>$ 419.44</td>
</tr>
<tr>
<td></td>
<td>W7253</td>
<td>Day</td>
<td>$ 19.86</td>
<td>$ 21.81</td>
<td>$ 838.88</td>
</tr>
<tr>
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<td>W8003</td>
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<td>$ 21.81</td>
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<td>Day</td>
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<td>$ 21.81</td>
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</tbody>
</table>

1 For services without Benefit Allowance, the Procedure Code would contain the modifier “U4”.
2 For each service, the hourly wage ranges provide the range of wages from which the managing employer selects when setting the hourly wage that will be paid to the Support Service Worker (SSW). These wage ranges do not include consideration for a benefit allowance. Managing employers who choose to offer an hourly benefit allowance to the SSW will pay an additional $1.86 per hour (on top of the wage selection) to the SSW.
# Appointed Geographic Areas for Wage, Benefit Ranges and Department established fees

<table>
<thead>
<tr>
<th>Area</th>
<th>AWC FMS Service Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Geographic Area 1</td>
<td>Adams, Cumberland, Dauphin, Delaware, Lancaster, Lebanon, Lehigh, Montgomery, Northampton, Perry, Philadelphia, York</td>
</tr>
<tr>
<td>Geographic Area 2</td>
<td>Allegheny, Berks, Bucks, Chester, Franklin, Fulton</td>
</tr>
</tbody>
</table>
### PDS Model – Enhanced Communication Services (with U1 modifier)

**Agency With Choice Area 1**

<table>
<thead>
<tr>
<th>Service</th>
<th>Procedure Code</th>
<th>Unit</th>
<th>Effective 7-1-2015 Hourly Wage Range</th>
<th>Effective 7-1-2015 Rate without Benefit Allowance</th>
<th>Effective 7-1-2015 Rate with Benefit Allowance</th>
</tr>
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<tbody>
<tr>
<td><strong>Supports Broker</strong></td>
<td>W7096</td>
<td>15 Minutes</td>
<td>Low $8.16 High $21.50</td>
<td>Low $6.49 High $7.12</td>
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</tr>
<tr>
<td><strong>Companion Services</strong></td>
<td>W1727</td>
<td>15 Minutes</td>
<td>Low $8.16 High $11.38</td>
<td>Low $3.50 High $4.13</td>
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</tr>
<tr>
<td><strong>Supported Employment</strong></td>
<td>W7235</td>
<td>15 Minutes</td>
<td>Low $8.16 High $21.50</td>
<td>Low $7.04 High $7.67</td>
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</tr>
<tr>
<td><strong>Unlicensed Home &amp; Community Habilitation</strong></td>
<td>W7060</td>
<td>15 Minutes</td>
<td>Low $8.16 High $18.80</td>
<td>Low $5.65 High $6.26</td>
<td></td>
</tr>
<tr>
<td><strong>Unlicensed Home &amp; Community Habilitation</strong></td>
<td>W7068</td>
<td>15 Minutes</td>
<td>Low $8.16 High $18.80</td>
<td>Low $11.31 High $12.56</td>
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</tr>
<tr>
<td><strong>Unlicensed Home &amp; Community Habilitation</strong></td>
<td>W7061</td>
<td>15 Minutes</td>
<td>Low $25.94 High $31.11</td>
<td>Low $9.20 High $9.82</td>
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</tr>
<tr>
<td><strong>Unlicensed Home &amp; Community Habilitation</strong></td>
<td>W7069</td>
<td>15 Minutes</td>
<td>Low $25.94 High $31.11</td>
<td>Low $18.40 High $19.65</td>
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</tr>
<tr>
<td><strong>Unlicensed In-Home Respite</strong></td>
<td>W7258</td>
<td>15 Minutes</td>
<td>Low $8.16 High $12.93</td>
<td>Low $3.96 High $4.58</td>
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</tr>
<tr>
<td><strong>Unlicensed In-Home Respite</strong></td>
<td>W7250</td>
<td>Day</td>
<td>Low $8.16 High $12.93</td>
<td>Low $256.05 High $295.74</td>
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</tr>
<tr>
<td><strong>Unlicensed In-Home Respite</strong></td>
<td>W7252</td>
<td>Day</td>
<td>Low $8.16 High $12.93</td>
<td>Low $512.09 High $591.47</td>
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</tr>
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</table>
### PDS Model – Enhanced Communication Services (with U1 modifier)
**Agency With Choice Area 1**

<table>
<thead>
<tr>
<th>Service</th>
<th>Procedure Code</th>
<th>Unit</th>
<th>Effective 7-1-2015 Hourly Wage Range</th>
<th>Effective 7-1-2015 Rate without Benefit Allowance</th>
<th>Effective 7-1-2015 Rate with Benefit Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Low</td>
<td>High</td>
<td></td>
</tr>
<tr>
<td>Unlicensed Out-of-Home Respite</td>
<td>W8012</td>
<td>15 Minutes</td>
<td>$ 8.16</td>
<td>$ 12.93</td>
<td>$ 3.96</td>
</tr>
<tr>
<td>W8012 &amp; W8002: Level 2</td>
<td>W8014</td>
<td>15 Minutes</td>
<td>$ 8.16</td>
<td>$ 12.93</td>
<td>$ 7.94</td>
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<tr>
<td>W8014 &amp; W8004: Level 3</td>
<td>W8002</td>
<td>Day</td>
<td>$ 8.16</td>
<td>$ 12.93</td>
<td>$ 256.05</td>
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<tr>
<td></td>
<td>W8004</td>
<td>Day</td>
<td>$ 8.16</td>
<td>$ 12.93</td>
<td>$ 512.09</td>
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<tr>
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<td>$ 27.73</td>
<td>$ 8.22</td>
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<tr>
<td>W7264 &amp; W7251: Level 2 Enhanced</td>
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<td>15 Minutes</td>
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<td>$ 27.73</td>
<td>$ 16.46</td>
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<td>Day</td>
<td>$ 25.25</td>
<td>$ 27.73</td>
<td>$ 531.47</td>
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<tr>
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<td>W7253</td>
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<td>$ 25.25</td>
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<td>W8013</td>
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<td>$ 27.73</td>
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<td>$ 25.25</td>
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<td>$ 531.47</td>
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<td>W8005</td>
<td>Day</td>
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<td>$ 27.73</td>
<td>$ 1,062.91</td>
</tr>
</tbody>
</table>

1. The wage ranges, hourly benefit allowance and payment rates for enhanced communication services and the modifier (U1) and can only be used with ODP approval.
2. For services without Benefit Allowance, the Procedure Code would contain the modifier “U4”.
3. For each service, the hourly wage ranges provide the range of wages from which the managing employer selects when setting the hourly wage that will be paid to the Support Service Worker (SSW). These wage ranges do not include consideration for a benefit allowance. Managing employers who choose to offer an hourly benefit allowance to the SSW will pay an additional $2.10 per hour (on top of the wage selection) to the SSW.
<table>
<thead>
<tr>
<th>Service</th>
<th>Procedure Code</th>
<th>Unit</th>
<th>Effective 7-1-2015 Hourly Wage Range</th>
<th>Effective 7-1-2015 Rate without Benefit Allowance</th>
<th>Effective 7-1-2015 Rate with Benefit Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td>Low</td>
<td>High</td>
<td>Low</td>
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<tr>
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<td>$ 8.16</td>
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<td>Companion Services</td>
<td>W1727</td>
<td>15 Minutes</td>
<td>$ 8.16</td>
<td>$ 10.78</td>
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<td>Supported Employment</td>
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<td>$ 17.80</td>
<td>$ 10.70</td>
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<td>W7069</td>
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<td>$ 12.24</td>
<td>$ 242.45</td>
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<td>W7252</td>
<td>Day</td>
<td>$ 8.16</td>
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# PDS Model – Enhanced Communication Services (with U1 modifier) 
Agency With Choice Area 2

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<th>Effective 7-1-2015 Rate without Benefit Allowance</th>
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<tr>
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<td>$23.91</td>
<td>$26.26</td>
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<tr>
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<td>$26.26</td>
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<td>$1,081.66</td>
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</table>

1 The wage ranges, hourly benefit allowance and payment rates for enhanced communication services and the modifier (U1) and can only be used with ODP approval.
2 For services without Benefit Allowance, the Procedure Code would contain the modifier “U4”.
3 For each service, the hourly wage ranges provide the range of wages from which the managing employer selects when setting the hourly wage that will be paid to the Support Service Worker (SSW). These wage ranges do not include consideration for a benefit allowance. Managing employers who choose to offer an hourly benefit allowance to the SSW will pay an additional $1.99 per hour (on top of the wage selection) to the SSW.
## PDS Model – Enhanced Communication Services (with U1 modifier)
**Agency With Choice Area 3**¹

<table>
<thead>
<tr>
<th>Service</th>
<th>Procedure Code²</th>
<th>Unit</th>
<th>Effective 7-1-2015 Hourly Wage Range³</th>
<th>Effective 7-1-2015 Rate without Benefit Allowance</th>
<th>Effective 7-1-2015 Rate with Benefit Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Low</td>
<td>High</td>
<td></td>
</tr>
<tr>
<td>Supports Broker</td>
<td>W7096</td>
<td>15 Minutes</td>
<td>$ 8.16</td>
<td>$ 19.03</td>
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<td>W1727</td>
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<td>$ 10.07</td>
<td>$ 3.10</td>
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<td>$ 3.51</td>
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<tr>
<td>W7265 &amp; W7252: Level 3</td>
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<td>$ 11.44</td>
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<td>W7252</td>
<td>Day</td>
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<td>$ 11.44</td>
<td>$453.17</td>
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PDS Model – Enhanced Communication Services (with U1 modifier)  
Agency With Choice Area 3

<table>
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<th>Service</th>
<th>Procedure Code</th>
<th>Unit</th>
<th>Effective 7-1-2015 Hourly Wage Range</th>
<th>Effective 7-1-2015 Rate without Benefit Allowance</th>
<th>Effective -1-2015 Rate with Benefit Allowance</th>
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</thead>
<tbody>
<tr>
<td></td>
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<td>Low</td>
<td>High</td>
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</tr>
<tr>
<td>Unlicensed Out-of-Home Respite</td>
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<td></td>
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</tr>
<tr>
<td>W8012 &amp; W8002: Level 2</td>
<td>W8012</td>
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<td>$ 11.44</td>
<td>$ 3.51</td>
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<tr>
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1The wage ranges, hourly benefit allowance and payment rates for enhanced communication services and the modifier (U1) and can only be used with ODP approval.  
2 For services without Benefit Allowance, the Procedure Code would contain the modifier “U4”.  
3 For each service, the hourly wage ranges provide the range of wages from which the managing employer selects when setting the hourly wage that will be paid to the Support Service Worker (SSW). These wage ranges do not include consideration for a benefit allowance. Managing employers who choose to offer an hourly benefit allowance to the SSW will pay an additional $1.86 per hour (on top of the wage selection) to the SSW.