The Hourly Rate is Explained in the Rate Study

• Many people are confused by the hourly rate. They think that staff are paid $75 per hour for every hour they work. Or that the provider is paid that rate for every hour that staff work.

• The rate covers the full cost of service delivery; more than just staffing.

• Only some of the hours a staff person works are billable. Required training, staff meetings, vacations, planning time, etc. are not billable.
• Direct service staffing costs include what staff get paid, the cost of benefits and payroll taxes

• It covers the costs of all staff paid hours that are not billable (e.g., due to client availability, unreimbursed program setup or staff meeting time, vacation, sick leave, training time, etc.).

• Direct program costs include things like Mileage - Supplies - Translation - Assistive devices and other program-specific technology - Training – and staff supervisors

• Administrative indirect costs are support staff, executive management, human resources support, IT, other equipment and supplies, insurance, professional services, licensing and accreditation fees.

• Facility costs.