

APPENDIX A: Rate Analysis Service/Program Table

Service/Program	Priority Grouping	LTSS Population Cohort	Direct Care Worker Types used by Service or Program	Direct Care Worker Cohort Grouping	Service Grouping	Applicable Service/Procedure Codes *Note: The Center will confirm most current fee schedule upon award.
Priority 1 Services						
Community Alternatives Program for Children (CAP C)	1	Aging and Disability	In-Home Aide (NA I) Pediatric Nurse Aide Services (NA II)	Nurse Aide	HCBS-Waiver	From CAP C Fee Schedule: In-Home Aide (S5125); Respite Care In-Home Aide (S5150); Congregate CAP/C Personal Care Services (S9122-TF); Congregate CAP/C Pediatric Nurse Aide Services (S9122 TG); Pediatric Personal Care Respite (T1004); Pediatric Personal Care (T1019); Personal Care Assistance Services (T 2027); Personal Care Assistance Congregate Services (T2027 TF) *Note: names of specific procedure codes may be revised spring/summer, 2026. These revisions will not otherwise impact service provided. The Center will provide updated listing to Vendor when available.

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Community Alternatives Program for Disabled Adults (CAP DA)	1	Aging and Disability	In-Home Aide (Nurse Aide II, Nurse Aide) PCA [In-Home Aide providing limited assistance (CNA not required)].	Nurse Aide Personal Care Aide	HCBS-Waiver	From CAP_DA Fee Schedule: S5125: CAP In-Home Aide S5125-UN: In-Home Aide Congregate Services S5150: Respite-In Home Aide T1004: Pediatric Personal Care Respite T1019: Pediatric Personal Care
CAP DA, Consumer Directed	1	Aging and Disability	Personal Assistance Services	Personal Care Aide	HCBS-Waiver	From CAP_CD Fee Schedule: S5135: Personal Assistance Services S5135-UN: Personal Assistance, Congregate S5150: Respite-In-Home Aide T1004: Pediatric Personal Care Respite T1019: Pediatric Personal Care
Innovations Waiver and Traumatic Brain Injury Waiver 1915(i); (direct care worker specific services)	1	I/DD and TBI	Direct Support Professional/paraprofessional	Direct Support Professional	HCBS-Waiver and HCBS State Plan	See I/DD and TBI Medicaid/State-Funded Services Applicable to Analysis Table, Appendix B.

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Nursing Facility Services	1	Aging and Disability	Nurse Aide II Nurse Aide 1+4 Nurse Aide	Nurse Aide	Facility-State Plan	
Personal Care Services -In Home	1	Aging and Disability	PCS Paraprofessional Aide/Personal Care Aide	Personal Care Aide	HCBS-State Plan	From Personal Care Services, Fee Schedule 99509-HA and 99509 HB, Attendant Care Services, In-Home
Personal Care Services (State Plan)—Setting Per Diem	1	Aging and Disability	PCS Paraprofessional Aide/Personal Care Aide	Personal Care Aide	HCBS-State Plan	From Personal Care Services Fee Schedule: Attendant Care Services, Per Diem: 99509-HC, HH, HI, HQ, SC, TT
Private Intermediate Care Facilities for Individuals with Intellectual and Developmental Disabilities (ICF-IID).	1	I/DD	Direct Support Professional/paraprofessional	Direct Support Professional	Facility-State Plan	
State-funded services to individuals with I/DD or TBI	1	I/DD	Direct support professional	Direct Support Professional	HCBS-State Funded	See I/DD and TBI Medicaid/State-Funded Services Applicable to Analysis Table, Appendix B

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Priority 2 Services						
Home Health	2	Aging and Disability	Home Health Aide (Nurse Aide II or Nurse Aide I)	Nurse Aide	HCBS-State Plan	From Home Health Services Fee RC-570, Home Health Aide
Hospice (direct care component)	2	Aging and Disability	Hospice Aide (Nurse Aide II or Nurse Aide)	Nurse Aide	HCBS-State Plan	
Program for All-Inclusive Care for the Elderly (PACE) (direct care component)	2	Aging and Disability	Personal Care Attendant (day center) Nurse Aide (home care)	Personal Care Aide Nurse Aide	HCBS-State Plan	
Research-Based Behavioral Health Treatment (RB-BHT) for Autism Spectrum Disorder) (ASD)	2	I/DD	Registered Behavior Technicians	Direct Support Professional	HCBS-State Funded	
State Health Facility: Skilled Nursing	2	Aging and Disability	Health Care Technician	Nurse Aide	Facility-State Plan	

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Facility/Neuro-medical Treatment Centers						
State Health Facility: Developmental Centers	2	I/DD	Health Care Technician	Direct Support Professional	Facility-State Plan	

APPENDIX B: I/DD and TBI Medicaid/State-Funded Services Applicable to Analysis Table

Innovations Waiver Service	TBI Waiver	1915(i) for I/DD & 1915(i) for TBI	I/DD and TBI State-Funded Service	Other Clinical Coverage Policies	Notes
Community Living and Support-T2013TF; Group-T2021TF HQ	In-Home Intensive Supports Life Skills Training Personal Care Services	Community Living and Supports	State-Funded Community Living & Support (I/DD & TBI)		
Community Navigator: Periodic-T2041 U1; Monthly-T2041					
			State-Funded Community Engagement Options		
Crisis Services: Out of Home Crisis-T2034	Crisis Services: Out-of-Home Crisis				
Day Supports Group-T2021HQ; Individual-T2021; Developmental Day-T2027	Day Supports		State-Funded Day Supports (I/DD & TBI) Adult Developmental Vocational Program (ADVP)		

Innovations Waiver Service	TBI Waiver	1915(i) for I/DD & 1915(i) for TBI	I/DD and TBI State-Funded Service	Other Clinical Coverage Policies	Notes
Residential Supports: Level 1 H2016; Level 2 T2014; Level 3 T2020; Level 4 H2016H1	Residential Supports		State-Funded Residential Supports (I/DD & TBI)		
Respite: Individual-S5150; Group-S5150HQ; Facility-S5150US	Respite	Respite	State-Funded Respite Services		
Supported Employment Services: Individual-H2025; Group-H2025HQ	Supported Employment Services (Initial and Long-term Follow-up)	Supported Employment	State-Funded Supported Employment (I/DD & TBI) Community Rehabilitation Program (Sheltered Workshop)		
Supported Living (Level 1 – T2033, Level 2 T2033 HI, Level 3 – T2033 TF), Supported Living Periodic T2033 U1, Supported Living Transition T2033 U2	Supported Living		State-Funded Supported Living Periodic (I/DD & TBI)		
			State-Funded TBI Long Term Residential Rehabilitation		

APPENDIX C: Required Cost Elements/Factors

- The Vendor will propose a recommended framework for analyzing employer costs for the purposes of conducting its Analysis of Appendix A and Appendix B services, as part of its submission.
- The framework must include the following cost elements:
 - Direct care worker costs, including:
 - Wages and required qualifications specific to service;
 - Payroll taxes;
 - Benefits (insurance, retirement, paid time off, etc.);
 - Other direct care worker costs related to client care, (e.g. shift differentials);
 - Non-billable direct care time (paid training, etc.)
 - Direct care supervisory costs:
 - Wages;
 - Payroll taxes;
 - Benefits (insurance, retirement, paid time off, etc.);
 - Other direct care supervisory costs related to client care.
 - Indirect care costs, including:
 - Administrative costs;
 - Personnel program support costs, including required nursing oversight (as applicable);
 - Non-Personnel Program Support costs, including client-related transportation costs
 - Any service-specific adjustments/cost categories recommended by the Vendor to reflect the full and accurate reflection of the employer operating costs of the Appendix A service.
- The Vendor shall evaluate administrative overhead based on historical experience, reasonableness, and industry standards.

APPENDIX D: Anticipated State-Specific Data Sources

The Center, in partnership with NC DHHS, the Wage and Rate Analysis Advisory Committee and employer partners, is prepared to support the Vendor's access to the following data sources, within parameters set forth in this RFP and as available:

- Provider survey, as proposed by the Vendor
- Provider Cost Reports
- NC Medicaid Claims and Encounter Data, with data request to be developed in partnership with Vendor
- NC Medicaid Prior Authorization data
- NC Medicaid Beneficiary Enrollment Data
- NC DHHS/Division of Mental Health, Developmental Disabilities and Substance Use Services (DMHDDSUS) service payment data

- DMHDDSUS participant enrollment data
- Department of Commerce, BLS data
- Workforce data sources available through the NC Center on the Workforce for Health

State-Specific, Publicly Available Data

- [NC Office of State Budget and Management, Population and Demographics Data](#)
- [NC Department of Commerce, Occupational Employment and Wages in NC](#)
- [Medicaid Enrollment Reports, by Eligibility Category and County](#)
- [PHI Workforce Data Center, NC Profile](#)
- [2023 NCI-IDD State of the Workforce Report](#)
- [NC Medicaid Clinical Coverage Policies](#)
- [NC Medicaid Fee Schedules](#)
 - The Center will confirm most current fee schedules by Project Launch Meeting.
- [NC DMHDDSUS State-Funded Service Definitions](#)
- [NC State Medical Facilities Plan](#)
- State-employed direct care worker recruitment materials.
- NC Medicaid Manage Care Payment Model and Rates.