



Summary of Disciplines Based on Southwest BLS Region

Discipline	Southwest Region Average Yearly Salary*
Behavioral Support Consultant (DD & MF)	\$59,438.33
Case Manager (DD)	\$47,997.50
Certified Nursing Assistant (DD)	\$29,850.00
Cognitive Rehabilitation Therapist (DD)	\$65,322.50
Community Inclusion Aide	\$22,957.50
Consultant (Mi Via)	\$47,997.50
Dietitian (RD/LD)/Nutritionist (DD&MF)	\$56,602.50
Direct Support Staff- Community (DD)	\$30,225.00
Direct Support Staff- Employment (DD)	\$32,180.00
Direct Support Staff- Residential (DD)	\$30,225.00
Health Educator	\$54,813.00
Homemaker/In-Home Living Support (DD)	\$23,658.75
In-Home Living Support (MV)	\$26,941.88
Home Health Aide/Certified Medication Aid (DD&MF)	\$24,360.00
Job Aide (DD)	\$22,957.50
Job Coach (DD)	\$36,791.25
Job Developer (DD)	\$36,791.25
Nurse - Licensed Practical Nurse (DD&MF)	\$49,962.50
Nurse - Registered Nurse (DD&MF)	\$73,965.00
Nurse Case Manager (MF)	\$82,326.67
Occupational Therapist (DD&MF)	\$88,897.50
Occupational Therapy Assistant (DD & MF)	\$62,195.00
Physical Therapist (DD&MF)	\$90,377.50
Physical Therapy Assistant (DD&MF)	\$54,740.00



**BLS Market Salary
NM DDSD HCBS Rate Study**

Psychiatric Technician	\$33,370.00
Psychologist (DD)	\$86,522.50
Respite Provider (DD)	\$27,439.17
Risk Evaluator (DD)	\$80,606.25
Social Worker (DD)	\$60,807.50
Speech Therapist/Speech-Language Pathologist (DD&MF)	\$79,072.50

*Southwest region defined by NM from FIT Rate Study – New Mexico, Texas, Colorado, Arizona



Developmental Disabilities Waiver Services

DD Services	Disciplines	BLS Southwest Region Average Salary (NM, TX, CO, AZ)
Behavioral Support Consultation		
Behavioral Support Consultation, Standard	Behavioral Support Consultant	\$59,438.33
Behavioral Support Consultation, Incentive	Behavioral Support Consultant	\$59,438.33
Case Management		
Case Management On-Going	Case Manager	\$47,997.50
Community Integrated Employment Services		
Community Integrated Employment, Job Maintenance	Job Coach; Job Developer	\$36,791.25
Community Integrated Employment, Group, Category 1	Direct Support Staff - Employment; Job Coach	\$34,485.63
		\$34,485.63



**BLS Market Salary
NM DDSD HCBS Rate Study**

Community Integrated Employment, Group, Category 2 Extensive Support	Direct Support Staff - Employment; Job Coach	
Community Integrated Employment, Self-Employment	Job Coach; Job Developer	\$36,791.25
Community Integrated Employment, Job Aide	Job Aide	\$22,957.50
Community Integrated Employment, Intensive	Direct Support Staff - Employment; Job Coach	\$34,485.63
Customized Community Supports		
Customized Community Support, Individual	Direct Support Staff - Community	\$30,225.00
Customized Community Supports, Group, Jackson Class Only	Direct Support Staff - Community	\$30,225.00
Customized Community Support, Group, Category 1	Direct Support Staff - Community	\$30,225.00



Customized Community Support, Group, Category 2 Extensive Support	Direct Support Staff - Community	\$30,225.00
Customized Community Support, Small Group	Direct Support Staff - Community	\$30,225.00
Community Inclusion Aide	Community Inclusion Aide	\$22,957.50
Customized In-Home Supports		
Customized In-Home Supports, Living with Family or Natural Supports	Direct Support Staff - Residential; Homemaker	\$26,941.88
Customized In-Home Supports, Living Independently	Direct Support Staff - Residential; Homemaker	\$26,941.88
Crisis Supports		
Crisis Support (Alternative Residential Setting)	Direct Support Staff - Community; Psychiatric Technician	\$31,797.50



**BLS Market Salary
NM DDSD HCBS Rate Study**

Crisis Support (Individual's Residence)	Direct Support Staff - Community; Psychiatric Technician	\$31,797.50
Living Supports		
Family Living	Direct Support Staff - Residential	\$30,225.00
Family Living, Jackson Class Only	Direct Support Staff - Residential	\$30,225.00
Supported Living, Category 1 Basic Support	Direct Support Staff - Residential	\$30,225.00
Supported Living, Category 2 Moderate Support	Direct Support Staff - Residential	\$30,225.00
Supported Living, Category 3 Extensive Support	Direct Support Staff - Residential	\$30,225.00



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Supported Living Category 4 Extraordinary Medical/ Behavioral Support	Direct Support Staff - Residential	\$30,225.00
Intensive Medical Living Services	Direct Support Staff - Residential	\$30,225.00
IMLS Bundled Nutrition	Nutritionist	\$56,602.50
IMLS Bundled Nursing	Registered Nurse	\$73,965.00
Nutritional Counseling		
Nutritional Counseling	Dietitian/Nutritionist	\$56,602.50
Preliminary Risk Screening and Consultation Related to Inappropriate Sexual Behavior		
Preliminary Risk Screening and Consultation for Inappropriate Sexual Behavior, Standard	Risk Evaluator	\$80,606.25
Preliminary Risk Screening and Consultation for Inappropriate Sexual Behavior, Incentive	Risk Evaluator	\$80,606.25
Adult Nursing		
Adult Nursing Services, RN	Registered Nurse	\$73,965.00
Adult Nursing Services, LPN	Licensed Practical Nurse	\$49,962.50
Respite		



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Respite	Respite Provider	\$27,439.17
Respite - Group	Respite Provider	\$27,439.17
Socialization and Sexuality Education		
Socialization and Sexuality Education, Standard	Behavioral Support Consultant, Registered Nurse, Health Educator, Direct Support Staff - Community	\$54,610.33
Socialization and Sexuality Education, Incentive	Behavioral Support Consultant, Registered Nurse, Health Educator, Direct Support Staff - Community	\$54,610.33
Therapy Services		
Occupational Therapy, Standard	Occupational Therapist	\$88,897.50
Occupational Therapy, Incentive	Occupational Therapist	\$88,897.50
Occupational Therapy Assistant, Standard	Occupational Therapist Assistant	\$62,195.00
Occupational Therapy Assistant, Incentive	Occupational Therapist Assistant	\$62,195.00
Physical Therapy, Standard	Physical Therapist	\$90,377.50
Physical Therapy, Incentive	Physical Therapist	\$90,377.50



**BLS Market Salary
NM DDSD HCBS Rate Study**

Physical Therapy Assistant (PTA), Standard	Physical Therapist Assistant	\$54,740.00
Physical Therapy Assistant (PTA), Incentive	Physical Therapist Assistant	\$54,740.00
Speech, Language Pathology, Standard	Speech Language Pathologist	\$79,072.50
Speech, Language Pathology, Incentive	Speech Language Pathologist	\$79,072.50



Medically Fragile Waiver Services and Proxies

MF Services	Disciplines	BLS Southwest Region
Behavior Support Consultation	Behavior Support Consultant	\$59,438.33
Behavior Support Consultation – Clinic Based	Behavior Support Consultant	\$59,438.33
Case Management Assessment	Nurse Case Manager	\$82,326.67
Case Management Ongoing	Nurse Case Manager	\$82,326.67
Home Health Aide	Home Health Aide	\$24,360.00



**BLS Market Salary
NM DDSD HCBS Rate Study**

Home Health Aide—Respite	Home Health Aide/Respite Provider	\$25,899.58
Nutritional Counseling	Dietician/Nutritionist	\$56,602.50
Occupational Therapy	Occupational Therapist	\$88,897.50
Physical Therapy	Physical Therapist	\$90,377.50
Private Duty Nursing—RN	Registered Nurse	\$73,965.00
Private Duty Nursing—RN Respite	Registered Nurse	\$73,965.00
Private Duty Nursing—LPN	Licensed Practical Nurse	\$49,962.50
Private Duty Nursing—LPN Respite	Licensed Practical Nurse	\$49,962.50
Institutional Respite	Respite Provider	\$27,439.17
Speech Therapy	Speech Language Pathologist	\$79,072.50



Mi Via Waiver Services and Proxies

Mia Via Services	Disciplines	BLS Southwest Region
In-Home Living Supports	Direct Support Staff - Residential; Homemaker	\$26,941.88
Consultant	Consultant	\$47,997.50