

Recruitment and Pay Transparency at Supportive Behavior Services

<https://www.youtube.com/@indianabehaviorassociation>



Supportive Behavior Services

Where we care, we listen, and we help.

www.SupportiveBehaviorServices.com



Supportive Behavior Services' Highest Non-Leadership Behavior Consultant Reimbursements of 2023

\$167,947.42, \$163,885.96, and \$131,077.87

- **Baseline example:** BC being paid a \$55,000/year salary at an agency that requires behavior consultants to bill an average of 135 hours per month. $135 \text{ billable hours} \times \$74.24 \text{ per hour} = \$10,022.40 \text{ per month} \rightarrow \times 12 \text{ months} = \$120,268.80$ in gross revenue brought in by the BCs work each year, to the company.
- **Employee agencies:** An accepted metric to establish employment cost is the 1.25 multiplier. Take the \$55,000/year salary multiplied by 1.25 = \$68,750 <-the approx. annual cost for an agency to pay you a salary of \$55,000 and provide fringe benefits like paid time off, health insurance, retirement, pay their employer taxes, etc. \$120,268.80 brought in, minus \$68,750 for BC cost, taxes, and benefits, **leaves the agency \$51,518.80 of net profit from every BC- every year.**
- **Contractor agencies:** Contractors at other agencies get \$42 per billable hour $\times 135 \text{ hours} = \5670 a month or \$68,040 annually in total pay. Contractors at SBS average \$62.36 per billable hour $\times 135 \text{ hours} = \$8,418.60/\text{month}$ or **\$101,023.20 in total pay.**

SBS is comprised of the best behavior consultants that Indiana has to offer.

SBS is ramping up recruitment efforts and is reimbursing up to \$66.81 per billable hour to highly qualified Behavior Consultants. New clinicians wishing to train and learn the field may start at \$55.68 per billable hour and can receive free training through the Indiana Behavior Association (IBA). Experienced clinicians may start out at \$59.39 or higher.

Supportive Behavior Services is Indiana's best and largest Medicaid Waiver provider of Behavior Management services with nearly 120 master's level behavior consultants across the state and is looking to hire individuals to expand its growing teams throughout Indiana. SBS is constantly looking to recruit highly skilled and qualified individuals to continue growing and keep providing exceptional services to those we are fortunate enough to serve. SBS is a proud member of the Indiana Behavior Association.

Behavior Consultants at Supportive Behavior Services:

- SBS BCs are the highest paid in our industry
- Earn \$55.68 up to \$66.81 per billable hour
- Lead the industry in hourly and total compensation
- Have Indiana Behavior Association membership
- Schedule client visits around their schedule
- Choose their time off and holidays
- Do not have billing minimum requirements
- Can complete all their CEUs at no cost to the BC

- Choose their caseload size and driving radius
- Work from home and in the field
- Assess behavioral functions to create the FBA
- Create and implement Behavior Support Plans
- Create Quarterly Reports and attend meetings
- Provide regularly ongoing behavior supports
- Train staff on completed Behavior Support Plans
- Can train as desired through IBA at no cost

SBSMain2020@gmail.com

www.IndianaBehaviorAssociation.com

www.SupportiveBehaviorServices.com