

Children's Residential Treatment
Private Non-Medical Institution Services

Final Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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**Final Rate Models for Children's Residential Treatment Facility Services Covered Through Section 97
prepared for Maine Department of Health and Human Services**

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**Final Rate Models for Children's Residential Treatment Facility Services Covered Through Section 97
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Comparison of Current and Final Rates

Service	Unit	Current Rate	Final Rate	Comments
Mental Health Residential Treatment - Level I	Day	\$330.72	\$580.09	
Mental Health Residential Treatment - Level II	Day	\$435.40		
Intellectual Disabilities/ Autism Spectrum Disorder - Level I	Day	\$396.47	\$727.98	
Intellectual Disabilities/ Autism Spectrum Disorder - Level II	Day	\$585.60		
Post Discharge Supports	Hour	New	\$53.34	
Post Discharge Supports - Travel	Mile	New	\$2.12	
Room and Board	Day	\$54.45	\$46.34	

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Children's Mental Health Residential Treatment

	Unit of Service	Day	
Size	- Number of Children per Program	10	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$20.94	
	- Employee Benefit Rate (as % of wages)	28.8%	
	Hourly Staff Cost (wages + benefits)	\$26.97	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Employer and One-on-One Supervision Time	0.86	
	- Training	0.96	
	- Paid Time Off	4.62	
	"Billable" Hours	33.56	
	Productivity Adjustment	1.19	
	Staff Cost per Billable Hour	\$32.09	
	<i>Staffing</i>		
	- Weekly School Hours (based on 6 hours a day for 35 weeks)	20	
	- Number of Children per Staff	2.5	
	Allocated Staff Hours per Child per Week for School Time	8.0	
	- Weekly Non-School Hours	92	
	- Number of Children per Staff	2.0	
	Allocated Staff Hours per Child per Week for Non-School Time	46.0	
	- Weekly Nighttime Hours	56	
	- Number of Children per Staff	3.0	
Allocated Staff Hours per Child per Week for Nighttime	18.7		
	Weekly Direct Support Staff Cost per Child	\$2,332.94	
Social Worker Wages and Benefits	- Social Worker Hourly Wage	\$28.12	
	- Employee Benefit Rate (as % of wages)	24.0%	
	Weekly Social Worker Cost (wages + benefits)	\$1,394.75	
	- Number of Children per Social Worker	8	
	Weekly Social Worker Cost per Child	\$174.34	
Psychologist/ BCBA Wages and Benefits	- Psychologist/ BCBA Hourly Wage	\$37.57	
	- Employee Benefit Rate (as % of wages)	20.5%	
	Weekly Psychologist/ BCBA Cost (wages + benefits)	\$1,810.87	
	Weekly On-Call Payment	\$369.00	
	- Number of Children per Psychologist/ BCBA	60	
	Weekly Psychologist/ BCBA Cost per Child	\$36.33	
Registered Nurse Wages and Benefits	- Registered Nurse Hourly Wage	\$35.05	
	- Employee Benefit Rate (as % of wages)	21.3%	
	Weekly Registered Nurse Cost (wages + benefits)	\$1,700.63	
	Weekly On-Call Payment	\$369.00	
	- Number of Children per Registered Nurse	50	
	Weekly Registered Nurse Cost per Child	\$41.39	
Mileage	- Number of Miles Travel per Week per Program	600	
	- Amount per Mile	\$0.560	
	Weekly Mileage Cost	\$336.00	
	Weekly Mileage Cost per Child	\$33.60	

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Children's Mental Health Residential Treatment

	Unit of Service	Day	
Trauma-Informed Care Training Cost	- Number of Social Workers to be Trained	1	
	- Number of Psychologists/ BCBAs to be Trained	1	
	- Hours of Trauma-Informed Care Training per Staff	80	
	<i>Staffing Expenses (based on wage and benefit assumptions above)</i>		
	- Social Worker Wage and Benefits	\$2,789.50	
	- Psychologist/BCBA Wage and Benefits	\$3,621.75	
	<i>Registration Fees</i>		
	- Fee for Initial Training for Trauma-Informed Care per Staff	\$825.00	
	Total Cost of Initial Training Fees	\$1,650.00	
	- Fee for Certification Training (based on 2 staff)	\$330.00	
	Total Cost of Certification Fees	\$660.00	
	<i>Consulting Fees</i>		
	- Trainers' Fees for Project Start-up	\$4,500.00	
	- Consultants' Travel Costs for Project Start-up	\$1,485.00	
	- Trainers' Fees for Initial Training and Certification	\$3,000.00	
	- Consultants' Travel Costs for Initial Training and Certification	\$1,485.00	
	- Follow-Up Training	\$9,000.00	
- Consultants' Travel Costs for Follow-up Support	\$2,370.00		
Total Consulting Fees	\$21,840.00		
Total Training Costs	\$30,561.25		
- Turnover Rate	30%		
Annual Training Cost	\$9,168.38		
Annual Training Cost per Child	\$916.84		
Weekly Training Cost per Child	\$17.63		
Accreditation	- Annual Fee of \$2,300 for 3 years	\$6,900.00	
	- On-Site Reviewer at 2 Days	\$4,040.00	
	Total Accreditation Cost	\$10,940.00	
	- Number of Years of Accreditation	3	
Annualized Accreditation Cost	\$3,646.67		
Weekly Accreditation Cost per Child	\$7.01		
Admin. and Program Support	Cost per Child per Week Before Administration and Support	\$2,643.24	
	- Program Support Rate	14.0%	
	Weekly Program Support Cost per Child	\$493.40	
- Administrative Rate	11.0%		
Weekly Administrative Cost per Child	\$387.68		
	Total Cost per Child per Week Before Absence Factor	\$3,524.32	
	- Occupancy Rate per Staffed Beds	92.0%	
	Weekly Absence Cost per Child	\$306.46	
	Total Cost per Child per Week	\$3,830.78	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Amount per Child per Week	\$229.85	
	Rate per Child per Day	\$580.09	

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Intellectual Disabilities and Autism Spectrum Disorder

	Unit of Service	Day
Size	- Number of Children per Program	10
	Direct Support Staff Wages and Benefits	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$20.94
	- Employee Benefit Rate (as % of wages)	28.8%
	Hourly Staff Cost (wages + benefits)	\$26.97
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Employer and One-on-One Supervision Time	0.86
	- Training	0.96
	- Paid Time Off	4.62
	"Billable" Hours	33.56
	Productivity Adjustment	1.19
	Staff Cost per Billable Hour	\$32.09
	<i>Staffing</i>	
	- Weekly School Hours (based on 6 hours a day for 35 weeks)	20
	- Number of Children per Staff	2.0
	Allocated Staff Hours per Child per Week for School Time	10.0
	- Weekly Non-School Hours	92
	- Number of Children per Staff	1.5
	Allocated Staff Hours per Child per Week for Non-School Time	61.3
	- Weekly Nighttime Hours	56
	- Number of Children per Staff	2.5
Allocated Staff Hours per Child per Week for Nighttime	22.4	
Weekly Direct Support Staff Cost per Child		\$3,006.83
Social Worker Wages and Benefits	- Social Worker Hourly Wage	\$28.12
	- Employee Benefit Rate (as % of wages)	24.0%
	Weekly Social Worker Cost (wages + benefits)	\$1,394.75
	- Number of Children per Social Worker	8
Weekly Social Worker Cost per Child		\$174.34
Psychologist/ BCBA Wages and Benefits	- Psychologist/ BCBA Hourly Wage	\$37.57
	- Employee Benefit Rate (as % of wages)	20.5%
	Weekly Psychologist/ BCBA Cost (wages + benefits)	\$1,810.87
	Weekly On-Call Payment	\$369.00
	- Number of Children per Psychologist/ BCBA	60
Weekly Psychologist/ BCBA Cost per Child		\$36.33
Registered Nurse Wages and Benefits	- Registered Nurse Hourly Wage	\$35.05
	- Employee Benefit Rate (as % of wages)	21.3%
	Weekly Registered Nurse Cost (wages + benefits)	\$1,700.63
	Weekly On-Call Payment	\$369.00
	- Number of Children per Registered Nurse	50
Weekly Registered Nurse Cost per Child		\$41.39
Mileage	- Number of Miles Travel per Week per Program	600
	- Amount per Mile	\$0.560
	Weekly Mileage Cost	\$336.00
	Weekly Mileage Cost per Child	\$33.60

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Intellectual Disabilities and Autism Spectrum Disorder

	Unit of Service	Day	
Trauma-Informed Care Training Cost	- Number of Social Workers to be Trained	1	
	- Number of Psychologists/ BCBAs to be Trained	1	
	- Hours of Trauma-Informed Care Training per Staff	80	
	<i>Staffing Expenses (based on wage and benefit assumptions above)</i>		
	- Social Worker Wage and Benefits	\$2,789.50	
	- Psychologist/BCBA Wage and Benefits	\$3,621.75	
	<i>Registration Fees</i>		
	- Fee for Initial Training for Trauma-Informed Care per Staff	\$825.00	
	Total Cost of Initial Training Fees	\$1,650.00	
	- Fee for Certification Training (based on 2 staff)	\$330.00	
	Total Cost of Certification Fees	\$660.00	
	<i>Consulting Fees</i>		
	- Trainers' Fees for Project Start-up	\$4,500.00	
	- Consultants' Travel Costs for Project Start-up	\$1,485.00	
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	- Follow-Up Training	\$9,000.00	
- Consultants' Travel Costs for Follow-up Support	\$2,370.00		
Total Consulting Fees	\$21,840.00		
Total Training Costs	\$30,561.25		
- Turnover Rate	30%		
Annual Training Cost	\$9,168.38		
Annual Training Cost per Child	\$916.84		
Weekly Training Cost per Child	\$17.63		
Accreditation	- Annual Fee of \$2,300 for 3 years	\$6,900.00	
	- On-Site Reviewer at 2 Days	\$4,040.00	
	Total Accreditation Cost	\$10,940.00	
	- Number of Years of Accreditation	3	
Annualized Accreditation Cost	\$3,646.67		
Weekly Accreditation Cost per Child	\$7.01		
Admin. and Program Support	Cost per Child per Week Before Administration and Support	\$3,317.13	
	- Program Support Rate	14.0%	
	Weekly Program Support Cost per Child	\$619.20	
- Administrative Rate	11.0%		
Weekly Administrative Cost per Child	\$486.51		
Total Cost per Child per Week Before Absence Factor	\$4,422.84		
- Occupancy Rate per Staffed Beds	92.0%		
Weekly Absence Cost per Child	\$384.59		
Total Cost per Child per Week	\$4,807.43		
- Service Provider Tax Rate	6.0%		
Service Provider Tax Amount per Child per Week	\$288.45		
Rate per Child per Day	\$727.98		

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Behavioral Health Professional - Post Discharge Supports

	Unit of Service	Hour	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.44	
	- Employee Benefit Rate (as % of wages)	26.8%	
	Hourly Staff Cost (wages + benefits)	\$29.72	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Individual Treatment Plan development	0.43	
	- Recordkeeping	1.72	
	- Employer and one-on-one supervision time	0.86	
	- Training	0.96	
	- Paid Time Off	4.62	
	"Billable" Hours	31.41	
	Productivity Adjustment	1.27	
	Staff Cost per Billable Hour	\$37.74	
Admin. and Program Support	- Program Support Rate	14.0%	
	Program Support Cost per Billable Hour	\$7.04	
	- Administration Percent	11.0%	
Administrative Cost per Billable Hour	\$5.54		
	Total Cost per Billable Hour before Service Provider Tax	\$50.32	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Amount per Billable Hour	\$3.02	
	Rate per Billable Hour	\$53.34	

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Behavioral Health Professional - Post Discharge Supports Travel

Unit of Service		Mile	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.44	
	- Employee Benefit Rate (as % of wages)	26.8%	
	Hourly Staff Cost (wages + benefits)	\$29.72	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Individual Treatment Plan development	0.43	
	- Recordkeeping	1.72	
	- Travel time (between members)	0.00	
	- Employer and one-on-one supervision time	0.86	
	- Training	0.96	
	- Paid Time Off	4.62	
	"Billable" Hours	31.41	
	Productivity Adjustment	1.27	
	Staff Cost per Billable Hour	\$37.74	
	- Miles Driven per Hour	40	
	Staff Cost per Mile	\$0.94	
Mileage			
- Amount per Mile	\$0.560		
Admin. and Program Support	Cost per Mile Before Administration and Support	\$1.50	
	- Program Support Rate	14.0%	
	Program Support Cost per Billable Hour	\$0.28	
	- Administration Percent	11.0%	
Administrative Cost per Billable Hour	\$0.22		
Total Cost per Mile before Service Provider Tax	\$2.00		
- Service Provider Tax Rate	6.0%		
Service Provider Tax per Mile	\$0.12		
Total Cost per Mile	\$2.12		

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Children's Residential Treatment - Room and Board

	Unit of Service	Day	
Building Capital and Operating Expenses	- Square Feet per Bed	600	
	- Cost per Square Foot (mortgage/lease, utilities, maintenance)	\$15.50	
	Total Cost of Space per Bed	\$9,300.00	
	- Share of Square Footage Attributable to Administrative Space	20.0%	
	Annual Room Cost per Bed	\$7,440.00	
	Daily Room Cost per Bed	\$20.38	
	- Average Occupancy (percentage of days bed is occupied)	75%	
	Daily Building Capital and Operating Cost per Filled Bed	\$27.17	
	Child Expenses	- Child Supplies Cost per Filled Bed Day	\$4.25
		- Food Cost per Filled Bed Day	\$12.30
	Total Room and Board Cost per Filled Bed Day Before Service Provider Tax	\$43.72	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Amount per Child per Day	\$2.62	
	Rate per Child per Day	\$46.34	

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Appendices of Supporting Documentation for Final Rate Models

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Appendix A: Wage Assumptions

Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements

BLS Code and Title	Typical Education Requirement	Typical Work Experience	Typical On-The-Job Training To Attain Competency	Bureau of Labor Statistics Wages				
				10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151 Social and community service managers	Bachelor's	Under 5 yrs.	None	\$21.87	\$25.56	\$30.07	\$35.88	\$41.95
19-3031 Clinical/ couns./ school psychologists	Doctoral/ prof.	None	Intern/ resident	\$26.75	\$30.06	\$35.82	\$46.10	\$67.47
21-1012 Ed./ guidance/ school/ voc. counselors	Master's	None	None	\$18.31	\$21.61	\$26.12	\$31.87	\$37.79
21-1013 Marriage and family therapist	Master's	None	Intern/ resident	\$16.89	\$18.97	\$27.48	\$31.29	\$46.07
21-1015 Rehabilitation counselors	Master's	None	None	\$16.41	\$18.82	\$23.44	\$25.60	\$33.92
21-1018 Sub. abuse/ behav./ mental hlth. couns.	Bachelor's	None	None	\$14.38	\$20.73	\$25.62	\$32.07	\$41.94
21-1021 Child/ family/ school social workers	Bachelor's	None	None	\$21.29	\$25.16	\$27.25	\$31.45	\$38.96
21-1022 Healthcare social workers	Master's	None	Intern/ resident	\$19.98	\$23.22	\$27.29	\$30.65	\$35.80
21-1023 Mental health/ sub. abuse social work	Master's	None	Intern/ resident	\$20.14	\$22.78	\$26.81	\$30.91	\$38.04
21-1091 Health educator	Bachelor's	None	None	\$16.60	\$18.87	\$22.57	\$27.63	\$35.94
21-1093 Social and human service assistants	High school	None	Short-term OTJ	\$13.33	\$15.21	\$17.26	\$19.27	\$22.59
21-1094 Community health workers	High school	None	Short-term OTJ	\$15.82	\$17.04	\$19.07	\$22.44	\$24.85
29-1031 Dietitians and nutritionists	Bachelor's	None	Intern/ resident	\$21.27	\$24.67	\$29.61	\$36.99	\$44.53
29-1223 Psychiatrist	Doctoral/ prof.	None	Intern/ resident	\$87.15				
29-1122 Occupational therapists	Master's	None	None	\$25.69	\$29.23	\$34.88	\$39.84	\$45.88
29-1123 Physical therapists	Doctoral/ prof.	None	None	\$30.32	\$34.26	\$39.21	\$45.86	\$50.46
29-1127 Speech-language pathologists	Master's	None	Intern/ resident	\$23.69	\$27.71	\$32.47	\$38.40	\$45.33
29-1141 Registered nurses	Bachelor's	None	None	\$26.18	\$28.85	\$33.42	\$38.93	\$45.15
29-2053 Psychiatric technicians	Postsec. award	Under 5 yrs.	Short-term OTJ	\$12.47	\$13.50	\$15.21	\$18.78	\$23.71
29-2061 Lic. practical/ lic. vocational nurses	Postsec. award	None	None	\$17.20	\$20.15	\$23.10	\$26.44	\$30.01
31-1120 Home health and personal care aides	High school	None	Short-term OTJ	\$12.20	\$12.58	\$13.80	\$15.22	\$17.43
31-1133 Psychiatric aides	High school	None	Short-term OTJ	\$12.01	\$13.11	\$14.58	\$16.87	\$20.69
31-1131 Nursing assistants	Postsec. award	None	None	\$12.59	\$13.62	\$15.39	\$17.80	\$19.43
31-1132 Orderlies	High school	None	Short-term OTJ	\$12.67	\$13.41	\$14.70	\$16.58	\$18.61
31-2011 Occupational therapist assistants	Associate's	None	None	\$18.79	\$21.22	\$24.47	\$28.59	\$31.36
31-2021 Physical therapist assistants	Associate's	None	None	\$20.80	\$22.84	\$26.37	\$29.62	\$31.61
31-2022 Physical therapist aides	High school	None	Short-term OTJ	\$12.28	\$12.78	\$14.70	\$17.38	\$19.55
31-9092 Medical assistant	Postsec. award	None	None	\$14.28	\$16.28	\$18.10	\$19.98	\$23.27
39-1098 First-line supervisor of pers. svc. worker	High school	Under 5 yrs.	None	\$16.01	\$17.50	\$19.96	\$23.37	\$25.58
39-9032 Recreation workers	High school	None	Short-term OTJ	\$12.09	\$12.32	\$13.87	\$16.46	\$20.52
39-9041 Residential advisers	High school	None	Short-term OTJ	\$12.13	\$12.79	\$15.67	\$18.81	\$26.59

¹ The BLS does not publish wages that exceed \$100 per hour (\$208,000 per year).

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**Appendix A: Wage Assumptions
BLS Wage Inflation Adjustment**

Adjustment for Wage Inflation

Weighted Annual Average¹	2.90%
BLS Dataset Month	May-20
Midpoint of Initial Year of Implementation	Jan-22
Number of Months Between BLS Dataset and Implementation Midpoint	20
Total Inflation Factor	4.88%

¹ Compound annual growth rate for net earnings in Maine for 2010 - 2020; Source Bureau of Economic Analysis
<https://apps.bea.gov/regional/bearfacts/action.cfm>

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**Appendix A: Wage Assumptions
BLS Wage Data With Greater of Minimum Wage or Inflation Adjustments**

BLS Code and Title		Estimated January 2022 Wages (Based on May 2020 BLS)				
		10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151	Social and community service managers	\$22.94	\$26.81	\$31.54	\$37.63	\$44.00
19-3031	Clinical/ couns./ school psychologists	\$28.06	\$31.53	\$37.57	\$48.35	\$70.76
21-1012	Ed./ guidance/ school/ voc. counselors	\$19.20	\$22.66	\$27.39	\$33.43	\$39.63
21-1013	Marriage and family therapist	\$17.71	\$19.90	\$28.82	\$32.82	\$48.32
21-1015	Rehabilitation counselors	\$17.21	\$19.74	\$24.58	\$26.85	\$35.58
21-1018	Sub. abuse/ behav./ mental hlth. couns.	\$15.08	\$21.74	\$26.87	\$33.64	\$43.99
21-1021	Child/ family/ school social workers	\$22.33	\$26.39	\$28.58	\$32.98	\$40.86
21-1022	Healthcare social workers	\$20.96	\$24.35	\$28.62	\$32.15	\$37.55
21-1023	Mental health/ sub. abuse social work	\$21.12	\$23.89	\$28.12	\$32.42	\$39.90
21-1091	Health educator	\$17.41	\$19.79	\$23.67	\$28.98	\$37.69
21-1093	Social and human service assistants	\$14.07	\$15.95	\$18.10	\$20.21	\$23.69
21-1094	Community health workers	\$16.59	\$17.87	\$20.00	\$23.54	\$26.06
25-2052	Special ed. teachers, kinder./ elem. 1/	1/	1/	1/	1/	1/
25-2057	Special ed. teachers, middle school 1/	\$26.88	\$31.93	\$39.38	\$46.95	\$52.27
25-2058	Special ed. teachers, secondary school 1/	\$22.85	\$26.45	\$33.22	\$42.66	\$50.36
25-9045	Teacher assistants 1/	1/	1/	1/	1/	1/
29-1031	Dietitians and nutritionists	\$22.31	\$25.87	\$31.05	\$38.80	\$46.70
29-1223	Psychiatrist 2/	\$91.40	2/	2/	2/	2/
29-1122	Occupational therapists	\$26.94	\$30.66	\$36.58	\$41.78	\$48.12
29-1123	Physical therapists	\$31.80	\$35.93	\$41.12	\$48.10	\$52.92
29-1127	Speech-language pathologists	\$24.85	\$29.06	\$34.05	\$40.27	\$47.54
29-1141	Registered nurses	\$27.46	\$30.26	\$35.05	\$40.83	\$47.35
29-2053	Psychiatric technicians	\$13.42	\$14.19	\$15.95	\$19.70	\$24.87
29-2061	Lic. practical/ lic. vocational nurses	\$18.04	\$21.13	\$24.23	\$27.73	\$31.47
31-1120	Home health and personal care aides	\$13.20	\$13.31	\$14.47	\$15.96	\$18.28
31-1133	Psychiatric aides	\$13.05	\$13.92	\$15.29	\$17.69	\$21.70
31-1131	Nursing assistants	\$13.51	\$14.28	\$16.14	\$18.67	\$20.38
31-1132	Orderlies	\$13.58	\$14.13	\$15.42	\$17.39	\$19.52
31-2011	Occupational therapist assistants	\$19.71	\$22.26	\$25.66	\$29.99	\$32.89
31-2021	Physical therapist assistants	\$21.82	\$23.95	\$27.66	\$31.07	\$33.15
31-2022	Physical therapist aides	\$13.27	\$13.67	\$15.42	\$18.23	\$20.50
31-9092	Medical assistant	\$14.98	\$17.07	\$18.98	\$20.96	\$24.41
39-1098	First-line supervisor of pers. svc. worker	\$16.79	\$18.35	\$20.93	\$24.51	\$26.83
39-9032	Recreation workers	\$13.11	\$13.30	\$14.55	\$17.26	\$21.52
39-9041	Residential advisers	\$13.15	\$13.67	\$16.43	\$19.73	\$27.89

1/ Only annual salaries are reported for teacher positions; hourly wages have been calculated based on a 1,600-hour work year.

2/ The BLS does not publish wages that exceed \$100 per hour (\$208,000 per year).

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**Appendix A: Wage Assumptions
Development of Job Requirements (Using BLS Job Codes) by Service**

BLS Code and Title		Behavioral Health Professional - PNMI Line Staff	Behavioral Health Professional - Post Discharge Supports	Social Worker	Psychologist/ BCBA	Registered Nurse
11-9151	Social and community service managers					
19-3031	Clinical/ couns./ school psychologists				100%	
21-1012	Ed./ guidance/ school/ voc. counselors					
21-1013	Marriage and family therapist					
21-1015	Rehabilitation counselors					
21-1018	Sub. abuse/ behav./ mental hlth. couns.	33.3%	50.0%			
21-1021	Child/ family/ school social workers					
21-1022	Healthcare social workers					
21-1023	Mental health/ sub. abuse social work			100%		
21-1091	Health educator					
21-1093	Social and human service assistants					
21-1094	Community health workers	33.3%	50.0%			
25-2052	Special ed. teachers, kinder./ elem. 1/					
25-2057	Special ed. teachers, middle school 1/					
25-2058	Special ed. teachers, secondary school 1/					
25-9045	Teacher assistants 1/					
29-1031	Dietitians and nutritionists					
29-1223	Psychiatrist					
29-1122	Occupational therapists					
29-1123	Physical therapists					
29-1127	Speech-language pathologists					
29-1141	Registered nurses					100%
29-2053	Psychiatric technicians	33.4%				
29-2061	Lic. practical/ lic. vocational nurses					
31-1120	Home health and personal care aides					
31-1133	Psychiatric aides					
31-1131	Nursing assistants					
31-1132	Orderlies					
31-2011	Occupational therapist assistants					
31-2021	Physical therapist assistants					
31-2022	Physical therapist aides					
31-9092	Medical assistant					
39-1098	First-line supervisor of pers. svc. worker					
39-9032	Recreation workers					
39-9041	Residential advisers					
		100%	100%	100%	100%	100%

**Final Rate Models for Children's Residential Treatment Facility Services Covered Through Section 97
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**Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Behavioral Health Professional - PNMI Line Staff	Behavioral Health Professional - Post Discharge Supports	Social Worker	Psychologist/ BCBA	Registered Nurse
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Bureau of Labor Statistics¹

10th %ile	\$15.03	\$15.84	\$21.12	\$28.06	\$27.46
25th %ile	\$17.93	\$19.81	\$23.89	\$31.53	\$30.26
50th %ile	\$20.94	\$23.44	\$28.12	\$37.57	\$35.05
75th %ile	\$25.62	\$28.59	\$32.42	\$48.35	\$40.83
90th %ile	\$31.63	\$35.03	\$39.90	\$70.76	\$47.35

¹Rate model wage assumptions are bolded, and have been set at the median (50th percentile) hourly wage based on the assumed job requirements

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Appendix B: Benefits Assumptions to Establish Benefit Rates

% of Employees with Access		% of Employees who Receive		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)	
BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models

Mandatory Benefits

FICA ²								7.65%
Federal UI ³								0.60%
State UI ⁴								2.31%
Workers' Comp.								2.50%

Paid Time Off⁵

Holidays	78%	100%	78%	100%	8.0	10.0	6.2	10.0
Vacation Leave	74%	100%	74%	100%	10.0	20.0	7.4	20.0
Sick Leave	84%		84%		6.0		5.0	
Total					24.0	30.0	18.6	30.0

Health Insurance⁶

Employee Only			43.6%		\$487	\$475		
Employee + One			12.8%			\$825		
Family			19.8%			\$1,200		
Total	71%	100%	51%	76.2%				\$550

Other Benefits⁷

		100%		100%				\$100
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Notes

¹BLS' 2020 National Compensation Survey (<https://www.bls.gov/ncs/ebs/benefits/2020/employee-benefits-in-the-united-states-march-2020.pdf>); data reported is for private employers in the New England region

²Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

³Applies to first \$7,000 in wages

⁴Rate model assumption reflects the tax rate assessed to new employers (inclusive of the 0.07 percent Competitive Skills Scholarship Fund assessment and the 0.13 percent for the Unemployment Program Administrative Fund assessment) in 2021; tax applies to first

⁵BLS data for vacation and sick leave reflect the national median for employees with 1-5 years of experience (median for those with 6-10 experience is 15 days of vacation and 6 days of sick leave); holidays reflect the median for private employers in the New England region

⁶In addition to BLS data, U.S. DHHS' Medical Expenditure Panel Survey data for Maine was reviewed. The average premium across all employers in 2019 was \$618.66 with an employer share of \$502.91 (Tables II.C.1 and II.C.2), \$1231.50 with an employer share of \$911.00 for an employee-plus-one plan (Tables II.E.1 and II.E.2), and \$1,727.58 with an employer share of \$1,259.00 for a family plan

⁷BLS provides information for a variety of other benefits that cannot be combined

**Final Rate Models for Children's Residential Treatment Facility Services Covered Through Section 97
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**Appendix B: Benefits Assumptions
Benefit Rates by Wage Level**

Hourly Wage	Annual Salary	Effective Benefit Rate - Model Assumptions ¹	
		w/ PTO	w/o PTO
\$11	\$22,880	57.2%	45.7%
\$12	\$24,960	54.2%	42.7%
\$13	\$27,040	51.7%	40.2%
\$14	\$29,120	49.6%	38.0%
\$15	\$31,200	47.7%	36.2%
\$16	\$33,280	46.1%	34.6%
\$17	\$35,360	44.6%	33.1%
\$18	\$37,440	43.4%	31.8%
\$19	\$39,520	42.2%	30.7%
\$20	\$41,600	41.2%	29.7%
\$21	\$43,680	40.3%	28.7%
\$22	\$45,760	39.4%	27.9%
\$23	\$47,840	38.6%	27.1%
\$24	\$49,920	37.9%	26.4%
\$25	\$52,000	37.3%	25.8%
\$26	\$54,080	36.7%	25.2%
\$27	\$56,160	36.1%	24.6%
\$28	\$58,240	35.6%	24.1%
\$29	\$60,320	35.1%	23.6%
\$30	\$62,400	34.7%	23.2%
\$31	\$64,480	34.3%	22.7%
\$32	\$66,560	33.9%	22.4%
\$33	\$68,640	33.5%	22.0%
\$34	\$70,720	33.1%	21.6%
\$35	\$72,800	32.8%	21.3%
\$36	\$74,880	32.5%	21.0%
\$37	\$76,960	32.2%	20.7%
\$38	\$79,040	31.9%	20.4%
\$39	\$81,120	31.7%	20.2%
\$40	\$83,200	31.4%	19.9%
\$41	\$85,280	31.2%	19.7%
\$42	\$87,360	31.0%	19.4%
\$43	\$89,440	30.7%	19.2%

¹Benefit rate in rate models exclude paid time off, which is incorporated in the models as a productivity adjustment

**Final Rate Models for Children's Residential Treatment Facility Services Covered Through Section 97
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Appendix C: Productivity Assumptions

Behavioral Health Professional - PNMI Line Staff	Behavioral Health Professional - Post Discharge Supports
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'Typical' Workweek

Direct services	39.00	36.50
Individual Treatment Plan development	0.00	0.50
Collateral contacts	0.00	0.00
Recordkeeping	0.00	2.00
Travel time (between members)	0.00	0.00
Employer and one-on-one supervision time	1.00	1.00
Total	40.00	40.00

Annual Hours for Training and PTO

Training	50.00	50.00
Paid time off	240.00	240.00

Workweek Adjusted for Training and PTO

Direct services	33.56	31.41
Individual Treatment Plan development	0.00	0.43
Collateral contacts	0.00	0.00
Recordkeeping	0.00	1.72
Travel time (between members)	0.00	0.00
Employer and one-on-one supervision time	0.86	0.86
Training	0.96	0.96
Paid time off	4.62	4.62
Total	40.00	40.00