

Substance Use Disorder Residential Services Covered Through Section 97

Final Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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August 6, 2021

This rate study is supported by the Centers for Medicare and Medicaid Services (CMS) of the U.S. Department of Health and Human Services (HHS) as part of a financial assistance award totaling \$2,144,225 with 100 percent funded by CMS/HHS. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by CMS/HHS, or the U.S. Government.

**Final Rate Models for Substance Use Disorder Residential Services Covered Through Section 97
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**Final Rate Models for Substance Use Disorder Residential Services Covered Through Section 97
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Comparison of Current and Final Rates

Code	Service	Unit	Current Rate	Final Rate	Comments
H0010	Detoxification (Non Hospital based)	Day	\$217.48	\$385.55	
H0010	Detoxification (Non Hospital based) - Low RN	Day	\$217.48	\$238.12	
H2034	Halfway House Services	Day	\$106.09	\$165.67	
H2036	Extended Care	Day	\$116.89	\$137.21	
H2036-HF	Residential Rehabilitation Type I	Day	\$224.44	\$287.91	
H2034-HF	Residential Rehabilitation Type II	Day	\$119.65	\$165.67	
H2036-HA	Adolescent Residential Rehabilitation	Day	\$187.67	\$254.78	

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Detoxification (Non Hospital based)

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$15.95	
	- Employee Benefit Rate (as % of wages)	34.6%	
	Hourly Staff Cost (wages + benefits)	\$21.47	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Employer and one-on-one supervision time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.50	
	Productivity Adjustment	1.16	
	Staff Cost per Billable Hour	\$24.91	
	<i>Staffing</i>		
	- Weekly Daytime Hours	112	
	- Number of Members per Staff	6.0	
	Allocated Staff Hours per Member per Week for Daytime	18.7	
	- Weekly Nighttime Hours per Week	56	
	- Number of Members per Staff	8.0	
Allocated Staff Hours per Member per Week for Nighttime	7.0		
	Weekly Staff Cost per Member	\$640.19	
Licensed Alcohol and Drug Counselor	- Licensed Alcohol and Drug Counselor Hourly Wage	\$26.87	
	- Benefit Rate (as a percent of wages)	24.7%	
	Weekly Cost of Wages and Benefits	\$1,340.28	
	- Number of Members per Licensed Alcohol and Drug Counselor	6	
	Weekly Licensed Alcohol and Drug Counselor Cost per Member	\$223.38	
Registered Nurse	- Registered Nurse Hourly Wage	\$35.05	
	- Benefit Rate (as a percent of wages)	21.3%	
	- Weekly Nursing Staff Hours (to provide 24-hour coverage)	168	
	Weekly Cost of Wages and Benefits	\$7,142.63	
	- Number of Members per Registered Nurse	8	
	Weekly Registered Nurse Cost per Member	\$892.83	
Mileage	- Number of Miles per Member per Week	15	
	- Amount per Mile	\$0.560	
	Weekly Mileage Cost per Member	\$8.40	
Admin. and Prog. Support	Cost per Member per Billable Day Before Admin. and Support	\$1,764.80	
	- Program Support Rate	13.0%	
	Weekly Program Support Funding per Member	\$305.90	
	- Administrative Rate	12.0%	
	Weekly Administrative Cost per Member	\$282.37	
	Total Cost per Member per Week Before Absence Factor	\$2,353.07	
	- Occupancy Rate per Staffed Beds	92.0%	
	Weekly Absence Cost per Member	\$204.61	
	Total Cost per Member per Week	\$2,557.68	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Amount per Member per Week	\$141.18	
	Total Cost per Member per Billable Day	\$385.55	

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**Detoxification (Non Hospital based)
Low RN Support Service**

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$15.95	
	- Employee Benefit Rate (as % of wages)	34.6%	
	Hourly Staff Cost (wages + benefits)	\$21.47	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Employer and one-on-one supervision time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.50	
	Productivity Adjustment	1.16	
	Staff Cost per Billable Hour	\$24.91	
	<i>Staffing</i>		
	- Weekly Daytime Hours	112	
	- Number of Members per Staff	6.0	
	Allocated Staff Hours per Member per Week for Daytime	18.7	
	- Weekly Nighttime Hours per Week	56	
- Number of Members per Staff	8.0		
Allocated Staff Hours per Member per Week for Nighttime	7.0		
Weekly Staff Cost per Member	\$640.19		
Licensed Alcohol and Drug Counselor	- Licensed Alcohol and Drug Counselor Hourly Wage	\$26.87	
	- Benefit Rate (as a percent of wages)	24.7%	
	Weekly Cost of Wages and Benefits	\$1,340.28	
	- Number of Members per Licensed Alcohol and Drug Counselor	4	
Weekly Licensed Alcohol and Drug Counselor Cost per Member	\$335.07		
Registered Nurse	- Registered Nurse Hourly Wage	\$35.05	
	- Benefit Rate (as a percent of wages)	21.3%	
	- Weekly Nursing Staff Hours	40	
	Weekly Cost of Wages and Benefits	\$1,700.63	
- Number of Members per Registered Nurse	16		
Weekly Registered Nurse Cost per Member	\$106.29		
Mileage	- Number of Miles per Member per Week	15	
	- Amount per Mile	\$0.560	
	Weekly Mileage Cost per Member	\$8.40	
Admin. and Prog. Support	Cost per Member per Billable Day Before Admin. and Support	\$1,089.95	
	- Program Support Rate	13.0%	
	Weekly Program Support Funding per Member	\$188.92	
	- Administrative Rate	12.0%	
Weekly Administrative Cost per Member	\$174.39		
	Total Cost per Member per Week Before Absence Factor	\$1,453.26	
	- Occupancy Rate per Staffed Beds	92.0%	
	Weekly Absence Cost per Member	\$126.37	
	Total Cost per Member per Week	\$1,579.63	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Amount per Member per Week	\$87.20	
	Total Cost per Member per Billable Day	\$238.12	

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Halfway House Services

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$15.95	
	- Employee Benefit Rate (as % of wages)	34.6%	
	Hourly Staff Cost (wages + benefits)	\$21.47	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Employer and one-on-one supervision time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.50	
	Productivity Adjustment	1.16	
	Staff Cost per Billable Hour	\$24.91	
	<i>Staffing</i>		
	- Weekly Daytime Hours	112	
	- Number of Members per Staff	8.0	
	Allocated Staff Hours per Member per Week for Daytime	14.0	
	- Weekly Nighttime Hours per Week	56	
	- Number of Members per Staff	8.0	
Allocated Staff Hours per Member per Week for Nighttime	7.0		
	Weekly Staff Cost per Member	\$523.11	
Licensed Alcohol and Drug Counselor	- Licensed Alcohol and Drug Counselor Hourly Wage	\$26.87	
	- Benefit Rate (as a percent of wages)	24.7%	
	Weekly Cost of Wages and Benefits	\$1,340.28	
	- Number of Members per Licensed Alcohol and Drug Counselor	6	
	Weekly Licensed Alcohol and Drug Counselor Cost per Member	\$223.38	
Mileage	- Number of Miles per Member per Week	15	
	- Amount per Mile	\$0.560	
	Weekly Mileage Cost per Member	\$8.40	
Admin. and Prog. Support	Cost per Member per Billable Day Before Admin. and Support	\$754.89	
	- Program Support Rate	13.0%	
	Weekly Program Support Funding per Member	\$130.85	
	- Administrative Rate	12.0%	
	Weekly Administrative Cost per Member	\$120.78	
	Total Cost per Member per Week Before Absence Factor	\$1,006.52	
	- Occupancy Rate per Staffed Beds	92.0%	
	Weekly Absence Cost per Member	\$87.52	
	Total Cost per Member per Week	\$1,094.04	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Amount per Member per Week	\$65.64	
	Rate per Member per Day	\$165.67	

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Extended Care

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$15.95	
	- Employee Benefit Rate (as % of wages)	34.6%	
	Hourly Staff Cost (wages + benefits)	\$21.47	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Employer and one-on-one supervision time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.50	
	Productivity Adjustment	1.16	
	Staff Cost per Billable Hour	\$24.91	
	<i>Staffing</i>		
	- Weekly Daytime Hours	112	
	- Number of Members per Staff	12.0	
	Allocated Staff Hours per Member per Week for Daytime	9.3	
	- Weekly Nighttime Hours per Week	56	
	- Number of Members per Staff	12.0	
	Allocated Staff Hours per Member per Week for Nighttime	4.7	
	Weekly Staff Cost per Member	\$348.74	
Licensed Alcohol and Drug Counselor	- Licensed Alcohol and Drug Counselor Hourly Wage	\$26.87	
	- Benefit Rate (as a percent of wages)	24.7%	
	Weekly Cost of Wages and Benefits	\$1,340.28	
	- Number of Members per Licensed Alcohol and Drug Counselor	5	
Weekly Licensed Alcohol and Drug Counselor Cost per Member	\$268.06		
Mileage	- Number of Miles per Member per Week	15	
	- Amount per Mile	\$0.560	
	Weekly Mileage Cost per Member	\$8.40	
Admin. and Prog. Support	Cost per Member per Billable Day Before Admin. and Support	\$625.20	
	- Program Support Rate	13.0%	
	Weekly Program Support Funding per Member	\$108.37	
	- Administrative Rate	12.0%	
Weekly Administrative Cost per Member	\$100.03		
	Total Cost per Member per Week Before Absence Factor	\$833.60	
	- Occupancy Rate per Staffed Beds	92.0%	
	Weekly Absence Cost per Member	\$72.49	
	Total Cost per Member per Week	\$906.09	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Amount per Member per Week	\$54.37	
Rate per Member per Day	\$137.21		

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Residential Rehabilitation Type I

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$15.95	
	- Employee Benefit Rate (as % of wages)	34.6%	
	Hourly Staff Cost (wages + benefits)	\$21.47	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Employer and one-on-one supervision time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.50	
	Productivity Adjustment	1.16	
	Staff Cost per Billable Hour	\$24.91	
	<i>Staffing</i>		
	- Weekly Daytime Hours	112	
	- Number of Members per Staff	4.0	
	Allocated Staff Hours per Member per Week for Daytime	28.0	
	- Weekly Nighttime Hours per Week	56	
	- Number of Members per Staff	6.0	
Allocated Staff Hours per Member per Week for Nighttime	9.3		
	Weekly Staff Cost per Member	\$929.14	
Licensed Alcohol and Drug Counselor	- Licensed Alcohol and Drug Counselor Hourly Wage	\$26.87	
	- Benefit Rate (as a percent of wages)	24.7%	
	Weekly Cost of Wages and Benefits	\$1,340.28	
	- Number of Members per Licensed Alcohol and Drug Counselor	5	
	Weekly Licensed Alcohol and Drug Counselor Cost per Member	\$268.06	
Registered Nurse	- Registered Nurse Hourly Wage	\$35.05	
	- Benefit Rate (as a percent of wages)	21.3%	
	Weekly Cost of Wages and Benefits	\$1,700.63	
	- Number of Members per Registered Nurse	16	
	Weekly Registered Nurse Cost per Member	\$106.29	
Mileage	- Number of Miles per Member per Week	15	
	- Amount per Mile	\$0.560	
	Weekly Mileage Cost per Member	\$8.40	
Admin. and Prog. Support	Cost per Member per Billable Day Before Admin. and Support	\$1,311.89	
	- Program Support Rate	13.0%	
	Weekly Program Support Funding per Member	\$227.39	
	- Administrative Rate	12.0%	
	Weekly Administrative Cost per Member	\$209.90	
	Total Cost per Member per Week Before Absence Factor	\$1,749.18	
	- Occupancy Rate per Staffed Beds	92.0%	
	Weekly Absence Cost per Member	\$152.10	
	Total Cost per Member per Week	\$1,901.28	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Amount per Member per Week	\$114.08	
	Rate per Member per Day	\$287.91	

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Residential Rehabilitation Type II

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$15.95	
	- Employee Benefit Rate (as % of wages)	34.6%	
	Hourly Staff Cost (wages + benefits)	\$21.47	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Employer and one-on-one supervision time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.50	
	Productivity Adjustment	1.16	
	Staff Cost per Billable Hour	\$24.91	
	<i>Staffing</i>		
	- Weekly Daytime Hours	112	
	- Number of Members per Staff	8.0	
	Allocated Staff Hours per Member per Week for Daytime	14.0	
	- Weekly Nighttime Hours per Week	56	
	- Number of Members per Staff	8.0	
Allocated Staff Hours per Member per Week for Nighttime	7.0		
	Weekly Staff Cost per Member	\$523.11	
Licensed Alcohol and Drug Counselor	- Licensed Alcohol and Drug Counselor Hourly Wage	\$26.87	
	- Benefit Rate (as a percent of wages)	24.7%	
	Weekly Cost of Wages and Benefits	\$1,340.28	
	- Number of Members per Licensed Alcohol and Drug Counselor	6	
	Weekly Licensed Alcohol and Drug Counselor Cost per Member	\$223.38	
Mileage	- Number of Miles per Member per Week	15	
	- Amount per Mile	\$0.560	
	Weekly Mileage Cost per Member	\$8.40	
Admin. and Prog. Support	Cost per Member per Billable Day Before Admin. and Support	\$754.89	
	- Program Support Rate	13.0%	
	Weekly Program Support Funding per Member	\$130.85	
	- Administrative Rate	12.0%	
	Weekly Administrative Cost per Member	\$120.78	
	Total Cost per Member per Week Before Absence Factor	\$1,006.52	
	- Occupancy Rate per Staffed Beds	92.0%	
	Weekly Absence Cost per Member	\$87.52	
	Total Cost per Member per Week	\$1,094.04	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Amount per Member per Week	\$65.64	
	Rate per Member per Day	\$165.67	

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Adolescent Residential Rehabilitation

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$15.95	
	- Employee Benefit Rate (as % of wages)	34.6%	
	Hourly Staff Cost (wages + benefits)	\$21.47	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Employer and one-on-one supervision time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.50	
	Productivity Adjustment	1.16	
	Staff Cost per Billable Hour	\$24.91	
	<i>Staffing</i>		
	- Weekly Daytime Hours	112	
	- Number of Members per Staff	4.0	
	Allocated Staff Hours per Member per Week for Daytime	28.0	
	- Weekly Nighttime Hours per Week	56	
	- Number of Members per Staff	6.0	
Allocated Staff Hours per Member per Week for Nighttime	9.3		
Weekly Staff Cost per Member	\$929.14		
Licensed Alcohol and Drug Counselor	- Licensed Alcohol and Drug Counselor Hourly Wage	\$26.87	
	- Benefit Rate (as a percent of wages)	24.7%	
	Weekly Cost of Wages and Benefits	\$1,340.28	
	- Number of Members per Licensed Alcohol and Drug Counselor	6	
Weekly Licensed Alcohol and Drug Counselor Cost per Member	\$223.38		
Mileage	- Number of Miles per Member per Week	15	
	- Amount per Mile	\$0.560	
	Weekly Mileage Cost per Member	\$8.40	
Admin. and Prog. Support	Cost per Member per Billable Day Before Admin. and Support	\$1,160.92	
	- Program Support Rate	13.0%	
	Weekly Program Support Funding per Member	\$201.23	
	- Administrative Rate	12.0%	
Weekly Administrative Cost per Member	\$185.75		
	Total Cost per Member per Week Before Absence Factor	\$1,547.90	
	- Occupancy Rate per Staffed Beds	92.0%	
	Weekly Absence Cost per Member	\$134.60	
	Total Cost per Member per Week	\$1,682.50	
	- Service Provider Tax Rate	6.0%	
Service Provider Tax Amount per Member per Week	\$100.95		
Rate per Member per Day	\$254.78		

Substance Use Disorder Residential Services Covered Through Section 97

Appendices of Supporting Documentation for Final Rate Models

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Appendix A: Wage Assumptions, Adjusted for Inflation*

Bureau of Labor Statistics Information for Job Classifications Used in Substance Use Disorder Residential Services Rate Models

BLS Code and Title	Description	Typical Education Requirement	Typical Work Exp.	Typical On-The-Job Training Needed To Attain Competency	Wages					Used in Rate Models
					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental and emotional health. May help individuals deal with issues associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging	Bachelor's	None	None	\$14.38	\$20.73	\$25.62	\$32.07	\$41.94	Licensed Alcohol and Drug Counselor
					\$15.08	\$21.74	\$26.87	\$33.63	\$43.99	
Registered Nurses (29-1141)	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists.	Bachelor's	None	None	\$26.18	\$28.85	\$33.42	\$38.93	\$45.15	Registered Nurse
					\$27.46	\$30.26	\$35.05	\$40.83	\$47.35	
Psychiatric Technicians (29-2053)	Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.	Postsec. award	Under 5 yrs.	Short-term OTJ	\$12.47	\$13.50	\$15.21	\$18.78	\$23.71	Direct Support Staff
					\$13.08	\$14.16	\$15.95	\$19.70	\$24.87	

*Wages have been inflated from May 2020 to January 2022 by adding 4.88 percent based on 2.9 percent annual growth (the 10-year compound annual growth rate for net earnings in Maine as reported by the Bureau of Economic Analysis at <https://apps.bea.gov/regional/bearfacts/action.cfm>).

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Appendix B: Benefits Assumptions to Establish Paraprofessional 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 Model Para-professional	BLS Data ¹	Rate Model Para-professional	BLS Data ¹	Rate Model Para-professional	BLS Data ¹	Rate Model Para-professional

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	15.0	7.4	15.0
Sick Leave	84%		84%		6.0		5.0	
Total					24.0	25.0	18.6	25.0

Health Insurance⁶

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

Other Benefits⁷

		100%		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 \$12,000 in

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 (Tables II.D.1 and

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

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Appendix B: Benefits Assumptions to Establish Professional Benefit Rates

% of Employees with Access		% of Employees who Receive		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)	
BLS Data¹	Rate Model Professional	BLS Data¹	Rate Model Professional	BLS Data¹	Rate Model Professional	BLS Data¹	Rate Model Professional

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	15.0	7.4	20.0
Sick Leave	84%		84%		6.0		5.0	
Total					24.0	25.0	18.6	30.0

Health Insurance⁶

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

Other Benefits⁷

		100%		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 \$12,000 in

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 (Tables II.D.1 and

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

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**Appendix B: Benefits Assumptions
Benefit Rates by Wage Level**

Hourly Wage	Annual Salary	Eff. Benefit Rate - Model Assumptions ¹	
		w/ PTO	w/o PTO
\$11	\$22,880	55.2%	45.7%
\$12	\$24,960	52.3%	42.7%
\$13	\$27,040	49.8%	40.2%
\$14	\$29,120	47.6%	38.0%
\$15	\$31,200	45.8%	36.2%
\$16	\$33,280	44.1%	34.6%
\$17	\$35,360	42.7%	33.1%
\$18	\$37,440	41.4%	31.8%
\$19	\$39,520	40.3%	30.7%
\$20	\$41,600	39.3%	29.7%
\$21	\$43,680	38.3%	28.7%
\$22	\$45,760	37.5%	27.9%
\$23	\$47,840	36.7%	27.1%
\$24	\$49,920	36.0%	26.4%
\$25	\$52,000	35.4%	25.8%
\$26	\$54,080	34.8%	25.2%
\$27	\$56,160	34.2%	24.6%
\$28	\$58,240	33.7%	24.1%
\$29	\$60,320	33.2%	23.6%
\$30	\$62,400	32.8%	23.2%
\$31	\$64,480	32.3%	22.7%
\$32	\$66,560	31.9%	22.4%
\$33	\$68,640	31.6%	22.0%
\$34	\$70,720	31.2%	21.6%
\$35	\$72,800	30.9%	21.3%
\$36	\$74,880	30.6%	21.0%
\$37	\$76,960	30.3%	20.7%
\$38	\$79,040	30.0%	20.4%
\$39	\$81,120	29.8%	20.2%
\$40	\$83,200	29.5%	19.9%
\$41	\$85,280	29.3%	19.7%
\$42	\$87,360	29.0%	19.4%
\$43	\$89,440	28.8%	19.2%

¹Benefit rates in rate models exclude paid time off, which is incorporated in the models as a productivity adjustment or as part of the caseload assumption.

**Final Rate Models for Substance Use Disorder Residential Services Covered Through Section 97
prepared for Maine Department of Health and Human Services**

Appendix C: Productivity Assumptions

Direct Support Staff

'Typical' Workweek

Direct services	39.00
Individual Treatment Plan development	0.00
Collateral contacts	0.00
Recordkeeping	0.00
Employer and one-on-one supervision time	1.00
Total	40.00

Annual Hours for Training and PTO

Training	40.00
Paid time off	200.00

Workweek Adjusted for Training and PTO

Direct services	34.50
Individual Treatment Plan development	0.00
Collateral contacts	0.00
Recordkeeping	0.00
Employer and one-on-one supervision time	0.88
Training	0.77
Paid time off	3.85
Total	40.00