

Rate Study for Behavioral Health and  
Targeted Case Management Services

Draft Rate Models for Adult and  
Children Outpatient & School Health-  
Related Services (Section 65)

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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September 21, 2022

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services  
Draft Rate Models  
prepared for Maine Department of Health and Human Services**

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**Comparison of Current and Draft Rates**

Service	Unit	Current	Draft Rates	Comments	
<b>Section 65</b>					
Outpatient Therapy	Psychologist, One-to-One - Office	15 min.	\$22.48	\$31.75	
	Psychologist, Group - Office	15 min.	\$5.62	\$10.34	Rates apply to both mental health and substance abuse agencies and cover comprehensive assessment and therapy as well as co-occurring cases and deaf and home-based services.
	LCSW/ LCPC/ LMFT/ APRN, One-to-One - Office	15 min.	\$22.48	\$25.73	
	LCSW/ LCPC/ LMFT/ APRN, Group - Office	15 min.	\$5.62	\$8.41	
	LADC, One-to-One - Office	15 min.	\$22.48	\$21.89	
	LADC, Group - Office	15 min.	\$9.63	\$9.57	Rates are for both agency and independent practitioners
	CADC, One-to-One - Office	15 min.	\$15.52	\$19.75	
	CADC, Group - Office	15 min.	\$7.49	\$8.65	
	Psychologist - Community	15 min.	\$22.48	\$38.37	
	LCSW/ LCPC/ LMFT/ APRN - Community	15 min.	\$22.48	\$31.26	
	LADC - Community	15 min.	\$22.48	\$26.73	
	CADC - Community	15 min.	\$15.52	\$24.20	
Medication Management, Phys Asst/Nurse Prac.	15 min.		\$56.38		
Medication Management, Physician	15 min.	\$82.64	\$130.40		
MAT - Metadone	Weekly	\$115.43	\$148.27		
Neuropsychological and Psychological Testing, Physician/Psycholog	Hour	\$84.77	\$112.32		
Neuropsychological and Psychological Testing, Psychological Exam	Hour	\$53.76	\$73.46		
Adaptive Assessments	Hour	\$88.87	\$85.41		
<b>Specialized Group Services</b>					
Wellness Recovery Action Planning (WRAP)			\$106.49		
Recovery Workbook Group	15 min.	\$11.21	\$106.49	Propose changing from 15 minute rate to a session rate	
Trauma Recovery and Empowerment Group (TREM)			\$87.91		
Dialectical Behavior Therapy (DBT)			\$118.89		
Children's Behavioral Health Day Treatment	BHP, One-to-One - School	Hour	\$62.72	\$67.88	
	BHP, Group of 2 - School	Hour	\$31.37	\$37.53	
	BHP, Group of 3 - School	Hour	\$20.90	\$26.49	
	BHP, Group of 4 - School	Hour	\$15.68	\$21.09	
	Master's, One-to-One - School	Hour	\$101.69	\$94.88	
	Master's, Group of 2 - School	Hour	\$50.84	\$51.40	
	Master's, Group of 3 - School	Hour	\$33.83	\$36.27	
	Master's, Group of 4 - School	Hour	\$25.43	\$28.86	
	BCBA Support	15 min.	New	\$32.75	
Multisystemic Therapy	Week	\$601.05	\$671.23		
Multisystemic Therapy - Problem Sexualized Behavior	Week	\$776.61	\$853.98		
Functional Family Therapy	Week	\$302.26	\$347.68		
Trauma-Focused Cognitive Behavioral Therapy	15 min.	\$27.21	\$31.81		

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**Children's Behavioral Health Day Treatment, BHP - School**

		<b>One-to-One</b>	<b>Group of 2</b>	<b>Group of 3</b>	<b>Group of 4</b>	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
BHP Wages and Benefits	- BHP Hourly Wage	\$24.41	\$24.41	\$24.41	\$24.41	
	- Benefit Rate (as a percent of wages)	30.0%	30.0%	30.0%	30.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.73	\$31.73	\$31.73	\$31.73	
	<i>Productivity Assumptions</i>					
	Total Hours	36.00	36.00	36.00	36.00	
	- Missed Appointments	0.66	-	-	-	
	- Coordination and Collateral Contacts (non-billable)	0.44	0.88	1.32	1.75	
	- Participating in Assessments and Planning Meetings	0.44	0.88	1.32	1.75	
	- Program Set-Up/ Clean-Up	1.32	1.32	1.32	1.32	
	- Recordkeeping and Reporting	3.07	3.51	3.95	4.39	
	- Employer and One-on-One Supervision Time	1.32	1.32	1.32	1.32	
	- Training	0.96	0.96	0.96	0.96	
	- Paid time off	3.46	3.46	3.46	3.46	
	"Billable" Hours	24.33	23.67	22.35	21.05	
	Productivity Adjustment	1.48	1.52	1.61	1.71	
<b>Staff Cost After Prod. Adj. per Member per Billable Hour</b>	<b>\$46.96</b>	<b>\$48.23</b>	<b>\$51.09</b>	<b>\$54.26</b>		
Facility	- Square Feet of Service Space for BHP	35	35	35	35	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Service Space Cost	\$560.00	\$560.00	\$560.00	\$560.00	
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000	
<b>Service Space Cost per Billable Hour</b>	<b>\$0.56</b>	<b>\$0.56</b>	<b>\$0.56</b>	<b>\$0.56</b>		
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Program Support	\$47.52	\$48.79	\$51.65	\$54.82	
	- Program Support Rate	15.0%	20.0%	20.0%	20.0%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$10.18</b>	<b>\$15.01</b>	<b>\$15.89</b>	<b>\$16.87</b>	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	
<b>Administrative Cost per Billable Hour</b>	<b>\$10.18</b>	<b>\$11.26</b>	<b>\$11.92</b>	<b>\$12.65</b>		
<b>Rate per Member per Hour</b>	<b>\$67.88</b>	<b>\$37.53</b>	<b>\$26.49</b>	<b>\$21.09</b>		

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**Children's Behavioral Health Day Treatment, Master's - School**

		<b>One-to-One</b>	<b>Group of 2</b>	<b>Group of 3</b>	<b>Group of 4</b>	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Master's-Level Staff Wages and Benefits	- Master's-Level Staff Hourly Wage	\$31.16	\$31.16	\$31.16	\$31.16	
	- Benefit Rate (as a percent of wages)	25.8%	25.8%	25.8%	25.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$39.20	\$39.20	\$39.20	\$39.20	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Missed Appointments	1.08	0.00	0.00	0.00	
	- Coordination and Collateral Contacts (non-billable)	1.29	1.72	2.15	2.58	
	- Participating in Assessments and Planning Meetings	1.29	1.72	2.15	2.58	
	- Program Set-Up/ Clean-Up	1.29	1.29	1.29	1.29	
	- Recordkeeping and Reporting	4.30	4.73	5.16	5.59	
	- Employer and One-on-One Supervision Time	1.29	1.29	1.29	1.29	
	- Training	0.96	0.96	0.96	0.96	
	- Paid time off	4.62	4.62	4.62	4.62	
	"Billable" Hours	23.88	23.67	22.38	21.09	
	Productivity Adjustment	1.68	1.69	1.79	1.90	
<b>Staff Cost After Prod. Adj. per Member per Billable Hour</b>	<b>\$65.86</b>	<b>\$66.25</b>	<b>\$70.17</b>	<b>\$74.48</b>		
Facility	- Square Feet of Service Space for Master's-Level Staff	35	35	35	35	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Service Space Cost	\$560.00	\$560.00	\$560.00	\$560.00	
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000	
<b>Service Space Cost per Billable Hour</b>	<b>\$0.56</b>	<b>\$0.56</b>	<b>\$0.56</b>	<b>\$0.56</b>		
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Program Support	\$66.42	\$66.81	\$70.73	\$75.04	
	- Program Support Rate	15.0%	20.0%	20.0%	20.0%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$14.23</b>	<b>\$20.56</b>	<b>\$21.76</b>	<b>\$23.09</b>	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	
<b>Administrative Cost per Billable Hour</b>	<b>\$14.23</b>	<b>\$15.42</b>	<b>\$16.32</b>	<b>\$17.32</b>		
<b>Rate per Member per Hour</b>	<b>\$94.88</b>	<b>\$51.40</b>	<b>\$36.27</b>	<b>\$28.86</b>		

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**Children's Behavioral Health Day Treatment, BCBA**

	Unit of Service	15 Minutes	
BCBA Wages and Benefits	- BCBA Hourly Wage	\$41.32	
	- Benefit Rate (as a percent of wages)	22.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$50.45	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Coordination and Collateral Contacts (non-billable)	4.30	
	- Missed Appointments	2.15	
	- Recordkeeping and Reporting	4.30	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid time off	4.62	
	"Billable" Hours	22.38	
	Productivity Adjustment	1.79	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$90.31</b>	
BCBA Office Space	- Square Feet of Office Space	100	
	- Annual Cost per Square Foot	\$16.00	
	Annual Cost of Office Space	\$1,600.00	
	<b>Office Space Cost per Billable Hour</b>	<b>\$1.37</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Program Support	\$91.68	
	- Program Support Rate	15.0%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$19.65</b>	
	- Administrative Rate	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$19.65</b>	
	Total Cost per Billable Hour	\$130.98	
	<b>Rate per 15 Minutes</b>	<b>\$32.75</b>	

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**Outpatient Therapy, Agency, Psychologist/Psychiatrist - Office**

		One-to-One	Groups	
Unit of Service		15 Minutes	15 Minutes	
Psychologist Wages and Benefits	- Psychologist Hourly Wage	\$41.32	\$41.32	
	- Benefit Rate (as a percent of wages)	22.1%	22.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$50.45	\$50.45	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Coordination and Collateral Contacts (non-billable)	2.58	3.01	
	- Participating in Assessments and Planning Meetings	0.65	0.86	
	- Missed Appointments	2.15	-	
	- Recordkeeping and Reporting	4.30	4.73	
	- Employer and One-on-One Supervision Time	1.29	1.29	
	- Training	0.96	0.96	
	- Paid Time Off	4.62	4.62	
	"Billable" Hours	23.45	24.53	
	Productivity Adjustment	1.71	1.63	
	Psychologist Cost After Productivity Adj. per Billable Hour	\$86.27	\$82.23	
	<i>Staffing Ratio for Group Services</i>			
- Scheduled Members per Psychologist		4.0		
- Member Attendance Rate		80%		
- Attendance-Adjusted Number of Members per Psychologist		3.20		
<b>Staff Cost After Prod. Adj. per Member per Billable Hour</b>	<b>\$86.27</b>	<b>\$25.70</b>		
Direct Svc. Office Space	- Square Feet of Office Space	200	300	
	- Annual Cost per Square Foot	\$16.00	\$16.00	
	Annual Cost of Office Space	\$3,200.00	\$4,800.00	
	<b>Office Space Cost per Member per Billable Hour</b>	<b>\$2.62</b>	<b>\$1.18</b>	
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$88.89	\$26.88	
	- Program Support Rate	15.0%	20.0%	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$19.05</b>	<b>\$8.27</b>	
	- Administrative Rate	15.0%	15.0%	
<b>Administrative Cost per Member per Billable Hour</b>	<b>\$19.05</b>	<b>\$6.20</b>		
Total Cost per Member per Billable Hour		\$126.99	\$41.35	
<b>Rate per Member per 15 Minutes</b>		<b>\$31.75</b>	<b>\$10.34</b>	

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**Outpatient Therapy, Agency, Psychologist/Psychiatrist - Community**

	Unit of Service	15 Minutes	
Psychologist Wages and Benefits	- Psychologist Hourly Wage	\$41.32	
	- Benefit Rate (as a percent of wages)	22.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$50.45	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Members)	4.30	
	- Coordination and Collateral Contacts (non-billable)	2.15	
	- Participating in Assessments and Planning Meetings	0.43	
	- Missed Appointments	2.15	
	- Recordkeeping and Reporting	4.30	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid Time Off	4.62	
	"Billable" Hours	19.80	
Productivity Adjustment	2.02		
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$101.91</b>	
Psychologist Mileage	- Number of Miles Traveled per Week	175	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$109.38	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.52</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Program Support	\$107.43	
	- Program Support Rate	15.0%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$23.02</b>	
	- Administrative Rate	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$23.02</b>	
	Total Cost per Billable Hour	\$153.47	
	<b>Rate per Member per 15 Minutes</b>	<b>\$38.37</b>	



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**Outpatient Therapy, Agency, LCSW/ LCPC/ LMFT/ APRN - Office**

		<b>One-to-One</b>	<b>Groups</b>	
Unit of Service		15 Minutes	15 Minutes	
Licensed Clinician Wages and Benefits	- Licensed Clinician Hourly Wage	\$32.43	\$32.43	
	- Benefit Rate (as a percent of wages)	25.2%	25.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.60	\$40.60	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Coordination and Collateral Contacts (non-billable)	2.58	3.01	
	- Participating in Assessments and Planning Meetings	0.65	0.86	
	- Missed Appointments	2.15	-	
	- Recordkeeping and Reporting	4.30	4.73	
	- Employer and One-on-One Supervision Time	1.29	1.29	
	- Training	0.96	0.96	
	- Paid Time Off	4.62	4.62	
	"Billable" Hours	23.45	24.53	
	Productivity Adjustment	1.71	1.63	
	Lic. Clinician Cost After Productivity Adj. per Billable Hour	\$69.43	\$66.18	
	<i>Staffing Ratio for Group Services</i>			
	- Scheduled Members per Licensed Clinician		4.0	
- Member Attendance Rate		80%		
- Attendance-Adjusted Number of Members per Lic. Clinician		3.20		
<b>Staff Cost After Prod. Adj. per Member per Billable Hour</b>	<b>\$69.43</b>	<b>\$20.68</b>		
Direct Svc. Office Space	- Square Feet of Office Space	200	300	
	- Annual Cost per Square Foot	\$16.00	\$16.00	
	Annual Cost of Office Space	\$3,200.00	\$4,800.00	
	<b>Office Space Cost per Member per Billable Hour</b>	<b>\$2.62</b>	<b>\$1.18</b>	
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$72.05	\$21.86	
	- Program Support Rate	15.0%	20.0%	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$15.44</b>	<b>\$6.73</b>	
	- Administrative Rate	15.0%	15.0%	
<b>Administrative Cost per Member per Billable Hour</b>	<b>\$15.44</b>	<b>\$5.04</b>		
Total Cost per Member per Billable Hour		\$102.93	\$33.63	
<b>Rate per Member per 15 Minutes</b>		<b>\$25.73</b>	<b>\$8.41</b>	

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**Outpatient Therapy, Agency, LCSW/ LCPC/ LMFT/ APRN - Community**

	Unit of Service	15 Minutes	
Licensed Clinician Wages and Benefits	- Licensed Clinician Hourly Wage	\$32.43	
	- Benefit Rate (as a percent of wages)	25.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.60	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Members)	4.30	
	- Coordination and Collateral Contacts (non-billable)	2.15	
	- Participating in Assessments and Planning Meetings	0.43	
	- Missed Appointments	2.15	
	- Recordkeeping and Reporting	4.30	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid Time Off	4.62	
	"Billable" Hours	19.80	
Productivity Adjustment	2.02		
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$82.01</b>	
Lic. Clinician Mileage	- Number of Miles Traveled per Week	175	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$109.38	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.52</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Program Support	\$87.53	
	- Program Support Rate	15.0%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$18.76</b>	
	- Administrative Rate	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$18.76</b>	
	Total Cost per Billable Hour	\$125.05	
	<b>Rate per Member per 15 Minutes</b>	<b>\$31.26</b>	

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**Outpatient Therapy, Agency, Licensed Alcohol and Drug Counselor - Office**

		<b>One-to-One</b>	<b>Groups</b>	
Unit of Service		15 Minutes	15 Minutes	
Licensed Alcohol and Drug Counselor Wages and Benefits	- LADC Hourly Wage	\$26.74	\$26.74	
	- Benefit Rate (as a percent of wages)	28.3%	28.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.31	\$34.31	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Coordination and Collateral Contacts (non-billable)	2.58	3.01	
	- Participating in Assessments and Planning Meetings	0.65	0.86	
	- Missed Appointments	2.15	-	
	- Recordkeeping and Reporting	4.30	4.73	
	- Employer and One-on-One Supervision Time	1.29	1.29	
	- Training	0.96	0.96	
	- Paid Time Off	4.62	4.62	
	"Billable" Hours	23.45	24.53	
	Productivity Adjustment	1.71	1.63	
	LADC Cost After Productivity Adj. per Billable Hour	\$58.67	\$55.93	
	<i>Staffing Ratio for Group Services</i>			
	- Scheduled Members per LADC		3.0	
- Member Attendance Rate		80%		
- Attendance-Adjusted Number of Members per LADC		2.40		
<b>Staff Cost After Prod. Adj. per Member per Billable Hour</b>	<b>\$58.67</b>	<b>\$23.30</b>		
Direct Svc. Office Space	- Square Feet of Office Space	200	300	
	- Annual Cost per Square Foot	\$16.00	\$16.00	
	Annual Cost of Office Space	\$3,200.00	\$4,800.00	
	<b>Office Space Cost per Member per Billable Hour</b>	<b>\$2.62</b>	<b>\$1.57</b>	
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$61.29	\$24.87	
	- Program Support Rate	15.0%	20.0%	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$13.13</b>	<b>\$7.65</b>	
	- Administrative Rate	15.0%	15.0%	
	<b>Administrative Cost per Member per Billable Hour</b>	<b>\$13.13</b>	<b>\$5.74</b>	
Total Cost per Member per Billable Hour		\$87.55	\$38.26	
<b>Rate per Member per 15 Minutes</b>		<b>\$21.89</b>	<b>\$9.57</b>	

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**Outpatient Therapy, Agency, Licensed Alcohol and Drug Counselor -**  
**Community**

	Unit of Service	15 Minutes	
Licensed Alcohol and Drug Counselor Wages and Benefits	- LADC Hourly Wage	\$26.74	
	- Benefit Rate (as a percent of wages)	28.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.31	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Members)	4.30	
	- Coordination and Collateral Contacts (non-billable)	2.15	
	- Participating in Assessments and Planning Meetings	0.43	
	- Missed Appointments	2.15	
	- Recordkeeping and Reporting	4.30	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid Time Off	4.62	
	"Billable" Hours	19.80	
Productivity Adjustment	2.02		
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$69.31</b>	
LADC Mileage	- Number of Miles Traveled per Week	175	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$109.38	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.52</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Program Support	\$74.83	
	- Program Support Rate	15.0%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$16.04</b>	
	- Administrative Rate	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$16.04</b>	
	Total Cost per Billable Hour	\$106.91	
	<b>Rate per Member per 15 Minutes</b>	<b>\$26.73</b>	

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services**

**Draft Rate Models**

**prepared for Maine Department of Health and Human Services**

**Outpatient Therapy, Agency, Certified Alcohol and Drug Counselor - Office**

		<b>One-to-One</b>	<b>Groups</b>	
Unit of Service		15 Minutes	15 Minutes	
<b>CADC Wages and Benefits</b>	- CADC Hourly Wage	\$23.57	\$23.57	
	- Benefit Rate (as a percent of wages)	30.7%	30.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.81	\$30.81	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Coordination and Collateral Contacts (non-billable)	2.58	3.01	
	- Participating in Assessments and Planning Meetings	0.65	0.86	
	- Missed Appointments	2.15	-	
	- Recordkeeping and Reporting	4.30	4.73	
	- Employer and One-on-One Supervision Time	1.29	1.29	
	- Training	0.96	0.96	
	- Paid Time Off	4.62	4.62	
	"Billable" Hours	23.45	24.53	
	Productivity Adjustment	1.71	1.63	
	CADC Cost After Productivity Adj. per Billable Hour	<b>\$52.69</b>	<b>\$50.22</b>	
	<i>Staffing Ratio for Group Services</i>			
	- Scheduled Members per CADC		3.0	
- Member Attendance Rate		80%		
- Attendance-Adjusted Number of Members per CADC		2.40		
<b>Staff Cost After Prod. Adj. per Member per Billable Hour</b>	<b>\$52.69</b>	<b>\$20.93</b>		
<b>Direct Svc. Office Space</b>	- Square Feet of Office Space	200	300	
	- Annual Cost per Square Foot	\$16.00	\$16.00	
	Annual Cost of Office Space	\$3,200.00	\$4,800.00	
	<b>Office Space Cost per Member per Billable Hour</b>	<b>\$2.62</b>	<b>\$1.57</b>	
<b>Admin. and Prog. Support</b>	Cost per Member per Billable Hour Before Admin. and Support	\$55.31	\$22.50	
	- Program Support Rate	15.0%	20.0%	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$11.85</b>	<b>\$6.92</b>	
	- Administrative Rate	15.0%	15.0%	
	<b>Administrative Cost per Member per Billable Hour</b>	<b>\$11.85</b>	<b>\$5.19</b>	
Total Cost per Member per Billable Hour		\$79.01	\$34.61	
<b>Rate per Member per 15 Minutes</b>		<b>\$19.75</b>	<b>\$8.65</b>	

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services**  
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**Outpatient Therapy, Agency, Certified Alcohol and Drug Counselor -**  
**Community**

	Unit of Service	15 Minutes	
CADC Wages and Benefits	- CADC Hourly Wage	\$23.57	
	- Benefit Rate (as a percent of wages)	30.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.81	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Members)	4.30	
	- Coordination and Collateral Contacts (non-billable)	2.15	
	- Participating in Assessments and Planning Meetings	0.43	
	- Missed Appointments	2.15	
	- Recordkeeping and Reporting	4.30	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid Time Off	4.62	
	"Billable" Hours	19.80	
Productivity Adjustment	2.02		
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$62.24</b>	
CADC Mileage	- Number of Miles Traveled per Week	175	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$109.38	
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.52</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Program Support	\$67.76	
	- Program Support Rate	15.0%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$14.52</b>	
	- Administrative Rate	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$14.52</b>	
	Total Cost per Billable Hour	\$96.80	
	<b>Rate per Member per 15 Minutes</b>	<b>\$24.20</b>	

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**Medication Management**

		<b>Physician</b>	<b>Phys. Asst./ Nurse Prac.</b>	
	Unit of Service	15 Minutes	15 Minutes	
Clinician Wages and Benefits	- Clinician Hourly Wage	\$177.06	\$71.04	
	- Benefit Rate (as a percent of wages)	10.0%	17.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$194.77	\$83.33	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Coordination and Collateral Contacts (non-billable)	4.30	4.30	
	- Participating in Assessments and Planning Meetings	0.86	0.86	
	- Missed Appointments	2.15	2.15	
	- Recordkeeping and Reporting	4.30	4.30	
	- Employer and One-on-One Supervision Time	1.29	1.29	
	- Training	0.96	0.96	
	- Paid time off	4.62	4.62	
	"Billable" Hours	21.52	21.52	
Productivity Adjustment	1.86	1.86		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$362.27</b>	<b>\$154.99</b>	
Clinician Office Space	- Square Feet of Office Space	200	200	
	- Annual Cost per Square Foot	\$16.00	\$16.00	
	Annual Cost of Office Space	\$3,200.00	\$3,200.00	
	<b>Office Space Cost per Billable Hour</b>	<b>\$2.86</b>	<b>\$2.86</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Program Support	\$365.13	\$157.85	
	- Program Support Rate	15.0%	15.0%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$78.24</b>	<b>\$33.83</b>	
	- Administrative Rate	15.0%	15.0%	
<b>Administrative Cost per Billable Hour</b>		<b>\$78.24</b>	<b>\$33.83</b>	
Total Cost per Billable Hour		\$521.61	\$225.51	
<b>Rate per 15 Minutes</b>		<b>\$130.40</b>	<b>\$56.38</b>	

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**Medication-Assisted Treatment with Methadone**

\* DHHS recommends benchmarking to Medicare’s rate (table below) and recommends the same rates for services to children and adults

\* DHHS would like provider input regarding whether there are differences between Medicare’s and MaineCare’s requirements for the service that would have an impact on the appropriateness of using Medicare’s rate as the benchmark

\* Consistent with the % used on other sections of the MaineCare Benefits Manual, DHHS would pay at 72.4% of the current year Medicare rate (so \$148.27 would be the CY2022 rate, to be updated once CMS announces the CY23 Medicare rate)

<b>Service Description</b>	<b>Billing Unit</b>	<b>Current Rate</b>	<b>Medi-care Rate</b>	<b>Draft Rate</b>	<b>% Chg.</b>
HCPCS G2067 - Medication assisted treatment, methadone; weekly bundle including dispensing and/or administration, substance use counseling, individual and group therapy, and toxicology testing, if performed (provision of the services by a Medicare-enrolled Opioid Treatment Program).	Weekly	\$115.43	\$204.79	\$148.27	28.5%



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**Neuropsychological and Psychological Testing**

		<b>Physician/ Psychologist</b>	<b>Psych. Examiner</b>	
Unit of Service		Hour	Hour	
Psychologist/ Psychological Examiner Wages and Benefits	- Psychologist/ Examiner Hourly Wage	\$41.32	\$26.74	
	- Benefit Rate (as a percent of wages)	22.1%	28.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$50.45	\$34.31	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Coordination and Collateral Contacts (non-billable)	0.86	-	
	- Missed Appointments	1.29	1.29	
	- Recordkeeping and Reporting	3.23	1.72	
	- Employer and One-on-One Supervision Time	1.29	1.29	
	- Training	0.96	0.96	
	- Paid Time Off	4.62	4.62	
	"Billable" Hours	27.75	30.12	
	Productivity Adjustment	1.44	1.33	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$72.65</b>	<b>\$45.63</b>	
Test Costs	- Cost per Assessment (per-copy cost and related expenses)	\$15.00	\$15.00	
	- Hours per Assessment (total time to complete assessment)	4.00	4.00	
	<b>Test Cost per Billable Hour</b>	<b>\$3.75</b>	<b>\$3.75</b>	
Psychologist/ Examiner Office Space	- Square Feet of Office Space	200	200	
	- Annual Cost per Square Foot	\$16.00	\$16.00	
	Annual Cost of Office Space	\$3,200.00	\$3,200.00	
	<b>Office Space Cost per Billable Hour</b>	<b>\$2.22</b>	<b>\$2.04</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Administration	\$78.62	\$51.42	
	- Program Support Rate	15.0%	15.0%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$16.85</b>	<b>\$11.02</b>	
	- Administrative Rate	15.0%	15.0%	
<b>Administrative Cost per Billable Hour</b>		<b>\$16.85</b>	<b>\$11.02</b>	
<b>Rate per Hour</b>		<b>\$112.32</b>	<b>\$73.46</b>	

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**Adaptive Assessments**

	Unit of Service	Hour	
Assessor Wages and Benefits	- Assessor Hourly Wage	\$32.43	
	- Benefit Rate (as a percent of wages)	25.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.60	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Missed Appointments	1.29	
	- Recordkeeping and Reporting	1.72	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid time off	4.62	
	"Billable" Hours	30.12	
	Productivity Adjustment	1.33	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$54.00</b>	
Test Costs	- Cost per Assessment (per-copy cost and related expenses)	\$15.00	
	- Hours per Assessment (total time to complete assessment)	4.00	
	<b>Test Cost per Billable Hour</b>	<b>\$3.75</b>	
Assessor Office Space	- Square Feet of Office Space	200	
	- Annual Cost per Square Foot	\$16.00	
	Annual Cost of Office Space	\$3,200.00	
	<b>Office Space Cost per Billable Hour</b>	<b>\$2.04</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Administration	\$59.79	
	- Program Support Rate	15.0%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$12.81</b>	
	- Administrative Rate	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$12.81</b>	
	<b>Rate per Hour</b>	<b>\$85.41</b>	

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**Specialized Group Services**

		<b>WRAP</b>	<b>Recovery Workbook</b>	<b>TREM</b>	<b>DBT</b>	
<b>Unit of Service</b>		<b>Session</b>	<b>Session</b>	<b>Session</b>	<b>Session</b>	
<b>Peer Specialist Wages and Benefits</b>	- Peer Specialist Hourly Wage	\$20.40	\$20.40	\$20.40	\$20.40	
	- Benefit Rate (as a percent of wages)	33.8%	33.8%	33.8%	33.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.30	\$27.30	\$27.30	\$27.30	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Employer and One-on-One Supervision Time	1.32	1.32	1.32	1.32	
	- Training	0.96	0.96	0.96	0.96	
	- Paid time off	3.85	3.85	3.85	3.85	
	"Billable" Hours	33.87	33.87	33.87	33.87	
	Productivity Adjustment	1.18	1.18	1.18	1.18	
	Peer Specialist Cost After Productivity Adj. per Billable Hour	\$32.21	\$32.21	\$32.21	\$32.21	
	Number of Peer Specialists	2	1	1	1	
	Hours per Peer Specialist per Session (w/ set-up, clean-up, and records)	4.00	4.00	3.25	4.50	
	<b>Cost of Peer Specialists per Session</b>	<b>\$257.68</b>	<b>\$128.84</b>	<b>\$104.68</b>	<b>\$144.95</b>	
<b>Other Qualified Staff Wages and Benefits</b>	- Other Qualified Staff Hourly Wage		\$20.40	\$20.40	\$20.40	
	- Benefit Rate (as a percent of wages)		33.8%	33.8%	33.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$27.30	\$27.30	\$27.30	
	<i>Productivity Assumptions</i>					
	Total Hours		40.00	40.00	40.00	
	- Employer and One-on-One Supervision Time		1.32	1.32	1.32	
	- Training		0.96	0.96	0.96	
	- Paid time off		3.85	3.85	3.85	
	"Billable" Hours		33.87	33.87	33.87	
	Productivity Adjustment		1.18	1.18	1.18	
	Other Qualified Staff Cost After Productivity Adj. per Billable Hour		\$32.21	\$32.21	\$32.21	
	Number of Other Qualified Staff	0	1	1	1	
	Hours per Other Qual. Staff per Session (w/ set-up, clean-up, and records)		4.00	3.25	4.50	
	<b>Cost of Other Qualified Staff per Session</b>	<b>\$0.00</b>	<b>\$128.84</b>	<b>\$104.68</b>	<b>\$144.95</b>	
<b>Direct Svc. Space</b>	- Square Feet of Direct Service Space	300	300	300	300	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Cost of Direct Service Space	\$4,800.00	\$4,800.00	\$4,800.00	\$4,800.00	
	<b>Cost of Direct Service Space per Session (based on 250 available days)</b>	<b>\$19.20</b>	<b>\$19.20</b>	<b>\$19.20</b>	<b>\$19.20</b>	
<b>Admin. and Prog. Support</b>	Cost per Session Before Admin. and Support	\$276.88	\$276.88	\$228.56	\$309.10	
	- Scheduled Members per Session	5.0	5.0	5.0	5.0	
	- Member Attendance Rate	80%	80%	80%	80%	
	- Attendance-Adjusted Number of Members per Session	4.0	4.0	4.0	4.0	
	Session Cost per Member Before Admin. And Program Support	\$69.22	\$69.22	\$57.14	\$77.28	
	- Program Support Rate	20.0%	20.0%	20.0%	20.0%	
	<b>Program Support Cost per Member per Session</b>	<b>\$21.30</b>	<b>\$21.30</b>	<b>\$17.58</b>	<b>\$23.78</b>	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	
	<b>Administrative Cost per Member per Session</b>	<b>\$15.97</b>	<b>\$15.97</b>	<b>\$13.19</b>	<b>\$17.83</b>	
<b>Rate per Member per Session</b>	<b>\$106.49</b>	<b>\$106.49</b>	<b>\$87.91</b>	<b>\$118.89</b>		

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services**

**Draft Rate Models**

**prepared for Maine Department of Health and Human Services**

**Multisystemic Therapy**

	Unit of Service	Week
Clinician Wages and Benefits	- Hourly Wage	\$32.43
	- Benefit Rate (as a percent of wages)	25.2%
	Weekly Cost of Wages and Benefits	\$1,624.09
	Weekly On-Call Payment per Clinician	\$50.00
	Number of Cases per Clinician	5.0
	<b>Weekly Clinician Cost per Case</b>	<b>\$334.82</b>
Clinician Initial Training	- Hours of Initial Off-Site Training	40
	Staff Cost of Initial Training (based on wages and benefits above)	\$1,624.09
	- Airfare (1 round trip)	\$400.00
	- Lodging (\$120 per night for 6 nights)	\$720.00
	- Ground Transportation (\$50 per day for 6 days) shared by 2 staff	\$150.00
	- Per Diem (\$65 per day for 5 days plus \$15 for the last day)	\$340.00
	Travel Related Costs of Initial Training	\$1,610.00
	Attendance Fee for Initial Training	\$950.00
	Total Initial Training Cost	\$4,184.09
	- Clinician Turnover Rate	30%
Annual Initial Training Cost per Clinician	\$1,255.23	
	<b>Weekly Clinician Initial Training Cost per Case</b>	<b>\$4.81</b>
Clinician Mileage	- Number of Miles Traveled per Week	200
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$125.00
	<b>Weekly Clinician Mileage Cost per Case</b>	<b>\$25.00</b>
Clinician Office	- Square Feet of Service Space	100
	- Annual Cost per Square Foot	\$16.00
	Annual Clinician Office Cost	\$1,600.00
	<b>Weekly Clinician Office Cost per Case</b>	<b>\$6.14</b>
Team Supervisor	- Hourly Wage	\$34.67
	- Benefit Rate (as a percent of wages)	24.3%
	Weekly Cost of Wages and Benefits	\$1,723.79
	- Number of Clinicians per Team Supervisor (based on 2 teams)	6
	Implied Number of Cases per Team Supervisor	30
	<b>Weekly Team Supervisor Cost per Case</b>	<b>\$57.46</b>
Supervisor Initial Training	- Hours of Initial Off-Site Training	16
	Staff Cost of Initial Training (based on wages and benefits above)	\$689.52
	- Airfare (1 round trip)	\$400.00
	- Lodging (\$120 per night for 3 nights)	\$360.00
	- Ground Transportation (\$50 per day for 3 days) shared by 2 staff	\$75.00
	- Per Diem (\$65 per day for 2 days plus \$15 for last day)	\$145.00
	Travel Related Costs of Initial Training	\$980.00
	Attendance Fee for Initial Training	\$450.00
	Total Initial Training Cost	\$2,119.52
	- Supervisor Turnover Rate	30%
Annual Initial Training Cost per Supervisor	\$635.86	
	<b>Weekly Supervisor Initial Training Cost per Case</b>	<b>\$0.41</b>

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**Multisystemic Therapy**

	Unit of Service	Week
Data Collection	- Cost Per Case	\$100.00
	- Average Length of Case (Weeks)	13
	<b>Weekly Data Collection Cost per Case</b>	<b>\$7.69</b>
'Flexible Funding'	- Flexible Funding per Case	\$100.00
	- Average Length of Case (Weeks)	13
	<b>Weekly Flexible Funding Cost per Case</b>	<b>\$7.69</b>
Consultation Expenses	- Annual Consulting Fees (assumes 2 teams)	\$57,000.00
	- Annual Consultants' Per Diem Cost for Quarterly Trainings	\$3,920.00
	- Number of Clinicians Trained	6
	Annual Consultation Cost per Clinician	\$10,153.33
	Weekly Consultation Cost per Clinician	\$194.72
<b>Weekly Consultation Cost per Case</b>	<b>\$38.94</b>	
Annual Licensing Fees	- Annual Agency Licensing Fees	\$4,750.00
	- Annual Team Licensing Fees (assumes 2 teams)	\$5,900.00
	- Number of Clinicians Covered	6
	Annual Licensing Cost per Clinician	\$1,775.00
	Weekly Licensing Cost per Clinician	\$34.04
<b>Weekly Licensing Cost per Case</b>	<b>\$6.81</b>	
Admin. and Program Support	Cost per Week Included for Administration and Program Support Rate	\$423.42
	- Program Support Rate	15.0%
	<b>Weekly Program Support Cost per Case</b>	<b>\$90.73</b>
	- Administrative Rate	15.0%
<b>Weekly Administration Cost per Case</b>	<b>\$90.73</b>	
	Remaining costs excluded from Admin and Program Support Calculation	\$66.35
	<b>Weekly Case Rate</b>	<b>\$671.23</b>

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**Multisystemic Therapy - Problem Sexualized Behavior**

	Unit of Service	Week
Clinician Wages and Benefits	- Hourly Wage	\$32.43
	- Benefit Rate (as a percent of wages)	25.2%
	Weekly Cost of Wages and Benefits	\$1,624.09
	Weekly On-Call Payment per Clinician	\$50.00
	Number of Cases per Clinician	4.0
	<b>Weekly Clinician Cost per Case</b>	<b>\$418.52</b>
Clinician Initial Training	- Hours of Initial Off-Site Training	56
	Staff Cost of Initial Training (based on wages and benefits above)	\$2,273.73
	- Airfare (2 round trips)	\$800.00
	- Lodging (\$120 per night for 9 nights)	\$1,080.00
	- Ground Transportation (\$50 per day for 9 days, shared by 2 staff)	\$225.00
	- Per Diem (\$65 per day for 7 days plus \$15 per day for the last day of each trip)	\$485.00
	Travel Related Costs of Initial Training	\$2,590.00
	Attendance Fee for Initial Training	\$1,425.00
	Total Initial Training Cost	\$6,288.73
	- Clinician Turnover Rate	30%
Annual Initial Training Cost per Clinician	\$1,886.62	
	<b>Weekly Clinician Initial Training Cost per Case</b>	<b>\$9.05</b>
Clinician Mileage	- Number of Miles Traveled per Week	200
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$125.00
	<b>Weekly Clinician Mileage Cost per Case</b>	<b>\$31.25</b>
Clinician Office	- Square Feet of Service Space	100
	- Annual Cost per Square Foot	\$16.00
	Annual Clinician Office Cost	\$1,600.00
	<b>Weekly Clinician Office Cost per Case</b>	<b>\$7.67</b>
Team Supervisor	- Hourly Wage	\$34.67
	- Benefit Rate (as a percent of wages)	24.3%
	Weekly Cost of Wages and Benefits	\$1,723.79
	- Number of Clinicians per Team Supervisor (based on two teams)	6
Implied Number of Cases per Team Supervisor	24	
	<b>Weekly Team Supervisor Cost per Case</b>	<b>\$71.82</b>
Supervisor Initial Training	- Hours of Initial Off-Site Training	16
	Staff Cost of Initial Training (based on wages and benefits above)	\$689.52
	- Airfare (1 round trip)	\$400.00
	- Lodging (\$120 per night for 3 nights)	\$360.00
	- Ground Transportation (\$50 per day for 3 days shared by 2 staff)	\$75.00
	- Per Diem (\$65 per day for 2 days plus \$15 for the last day)	\$145.00
	Travel Related Costs of Initial Training	\$980.00
	Attendance Fee for Initial Training	\$450.00
	Total Initial Training Cost	\$2,119.52
	- Supervisor Turnover Rate	30%
Annual Initial Training Cost per Supervisor	\$635.86	
	<b>Weekly Supervisor Initial Training Cost per Case</b>	<b>\$0.51</b>

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**Multisystemic Therapy - Problem Sexualized Behavior**

	Unit of Service	Week
Externship Training	- Hours of Externship Off-Site Training	72
	Staff Cost of Externship Training (based on wages and benefits above)	\$3,102.83
	- Airfare (3 round trips)	\$1,200.00
	- Lodging (\$120 per night for 8 nights)	\$960.00
	- Ground Transportation (\$50 per day for 9 days)	\$450.00
	- Per Diem (\$65 per day for 6 days plus \$15 per day for the last day of each trip)	\$435.00
	Travel Related Costs of Externship Training	\$3,045.00
	Attendance Fee for Externship Training (included in annual fee)	\$4,000.00
	Total Externship Training Cost	\$10,147.83
	- Supervisor Turnover Rate	30%
Annual Externship Training Cost per Supervisor	\$3,044.35	
	<b>Weekly Externship Training Cost per Case</b>	<b>\$2.43</b>
Data Collection	- Cost Per Case	\$100.00
	- Average Length of Case (Weeks)	15
	<b>Weekly Data Collection Cost per Case</b>	<b>\$6.67</b>
'Flexible Funding'	- Flexible Funding per Case	\$100.00
	- Average Length of Case (Weeks)	15
	<b>Weekly Flexible Funding Cost per Case</b>	<b>\$6.67</b>
Consultation Expenses	- Annual MST Consulting Fees (assumes 2 teams)	\$58,000.00
	- Annual Consultants' Per Diem Cost for Quarterly Trainings	\$3,920.00
	- Number of Clinicians Trained	6
	Annual Consultation Cost per Clinician	\$10,320.00
	Weekly Consultation Cost per Clinician	\$197.92
	<b>Weekly Consultation Cost per Case</b>	<b>\$49.48</b>
Consultation Expenses	- Additional PSB Consulting Fees (assumes 2 teams)	\$15,000.00
	- Number of Clinicians Trained	6
	Annual PSB Consultation Cost per Clinician	\$2,500.00
	Weekly PSB Consultation Cost per Clinician	\$47.95
	- Percent of MST Cases That Are PSB	17%
	Weighted Average Clinician Caseload	4.8
	Number of PSB Cases per Clinician	0.8
<b>Weekly PSB Consultation Cost per Case</b>	<b>\$59.94</b>	
Annual Licensing Fees	- Annual Agency Licensing Fees	\$4,750.00
	- Annual Team Licensing Fees (assumes 2 teams)	\$5,900.00
	- Number of Clinicians Covered	6
	Annual Licensing Cost per Clinician	\$1,775.00
	Weekly Licensing Cost per Clinician	\$34.04
	<b>Weekly Licensing Cost per Case</b>	<b>\$8.51</b>
Admin. and Program Support	Cost per Week Included for Administration and Program Support Rate	\$529.26
	- Program Support Rate	-
	<b>Weekly Program Support Cost per Case (set equal to MST rate)</b>	<b>\$90.73</b>
	- Administrative Rate	-
	<b>Weekly Administration Cost per Case (set equal to MST rate)</b>	<b>\$90.73</b>
	Remaining costs excluded from Admin and Program Support Calculation	\$143.26
	<b>Weekly Case Rate</b>	<b>\$853.98</b>

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services  
Draft Rate Models  
prepared for Maine Department of Health and Human Services**

**Functional Family Therapy**

	Unit of Service	Week
Clinician Wages and Benefits	- Non-Supervisor Hourly Wage	\$32.43
	- Benefit Rate (as a percent of wages)	25.2%
	Weekly Cost of Wages and Benefits	\$1,624.09
	Percent of Team Cases Carried by Non-Supervisors	88.9%
	- Supervisor Hourly Wage	\$33.67
	- Benefit Rate (as a percent of wages)	24.7%
	Weekly Cost of Wages and Benefits	\$1,679.46
	Percent of Team Cases Carried by Supervisors	11.1%
	Weighted Average Weekly Cost of Wages and Benefits	\$1,630.24
	Number of Cases per Clinician (10 per clinician / 5 for supervisors)	9.0
	<b>Weekly Clinician Cost per Case</b>	<b>\$181.14</b>
Annual Fees	- Annual Fee to FFT LLC (Phase 3)	\$9,750.00
	- Annual Per Diem Cost for Consultant Training	\$652.00
	- Number of Clinicians	5
	<b>Weekly Annual Fee Cost per Case</b>	<b>\$4.43</b>
Clinician Initial Training	- Hours of Initial Training	36
	Staff Cost of Initial Training (based on wages and benefits above)	\$1,461.68
	- Airfare (2 round trips)	\$800.00
	- Lodging (\$120 per night for 6 nights)	\$720.00
	- Ground Transportation (\$50 per day for 6 days, shared by 2 staff)	\$150.00
	- Per Diem (\$65 per day for 4 days plus \$15 per day for the last day of each trip)	\$290.00
	Travel Related Costs of Initial Training	\$1,960.00
	Attendance Fee for Initial Training	\$1,750.00
	Total Initial Training Cost	\$5,171.68
	- Clinician Turnover Rate	30%
Annual Initial Training Cost per Clinician	\$1,551.50	
	<b>Weekly Initial Training Cost per Case</b>	<b>\$3.31</b>
Clinician Mileage	- Number of Miles Traveled per Week	200
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$125.00
	<b>Weekly Clinician Mileage Cost per Case</b>	<b>\$13.89</b>
Clinician Office	- Square Feet of Service Space	100
	- Annual Cost per Square Foot	\$16.00
	Annual Clinician Office Cost	\$1,600.00
	<b>Weekly Clinician Office Cost per Case</b>	<b>\$3.41</b>



**Review of Provider Rates for Behavioral Health and Targeted Case Management Services**

**Draft Rate Models**

**prepared for Maine Department of Health and Human Services**

**Functional Family Therapy**

	Unit of Service	Week
Team Supervisor	- Hourly Wage	\$34.67
	- Benefit Rate (as a percent of wages)	24.3%
	Weekly Cost of Wages and Benefits	\$1,723.79
	- Number of Clinicians per Team Supervisor (includes supervisor)	5
	Implied Number of Cases per Team Supervisor	45
	<b>Weekly Team Supervisor Cost per Case</b>	<b>\$38.31</b>
Supervisor Initial (Phase 1) Training	- Hours of Initial Off-Site Training	32
	Staff Cost of Initial Training (based on wages and benefits above)	\$1,379.03
	- Airfare (2 round trips)	\$800.00
	- Lodging (\$120 per night for 6 nights)	\$720.00
	- Ground Transportation (\$50 per day for 6 days, shared by 2 staff)	\$150.00
	- Per Diem (\$65 per day for 4 days plus \$15 per day for the last day of each trip)	\$290.00
	Travel Related Costs of Initial Training	\$1,960.00
	Attendance Fee for Initial Training (included in annual fee)	\$0.00
	Total Initial Training Cost	\$3,339.03
	- Supervisor Turnover Rate	30%
	Annual Initial Training Cost per Supervisor	\$1,001.71
<b>Weekly Supervisor Initial Training Cost per Case</b>	<b>\$0.43</b>	
Supervisor Externship Training	- Hours of Externship Off-Site Training	72
	Staff Cost of Externship Training (based on wages and benefits above)	\$3,102.83
	- Airfare (3 round trips)	\$1,200.00
	- Lodging (\$120 per night for 8 nights)	\$960.00
	- Ground Transportation (\$50 per day for 9 days)	\$450.00
	- Per Diem (\$65 per day for 6 days plus \$15 per day for the last day of each trip)	\$435.00
	Travel Related Costs of Externship Training	\$3,045.00
	Attendance Fee for Externship Training (included in annual fee)	\$4,000.00
	Total Externship Training Cost	\$10,147.83
	- Supervisor Turnover Rate	30%
Annual Externship Training Cost per Supervisor	\$3,044.35	
<b>Weekly Externship Training Cost per Case</b>	<b>\$1.30</b>	
Admin. and Program Support	Cost per Week Included for Administration and Program Support Rate	\$236.75
	- Program Support Rate	15.0%
	<b>Weekly Program Support Cost per Case</b>	<b>\$50.73</b>
	- Administrative Rate	15.0%
<b>Weekly Administration Cost per Case</b>	<b>\$50.73</b>	
	Remaining costs excluded from Admin and Program Support Calculation	\$9.47
	<b>Weekly Case Rate</b>	<b>\$347.68</b>

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services**

**Draft Rate Models**

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**Trauma-Focused Cognitive Behavioral Therapy**

	Unit of Service	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$32.43	
	- Employee Benefit Rate (as % of wages)	25.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.60	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Performing Evaluations	0.21	
	- Participating in Care Plan Meetings	0.21	
	- Session Prep and Planning	1.71	
	- Collateral Contacts	2.14	
	- Missed Appointments	2.14	
	- Recordkeeping and Reporting	3.21	
	- Peer Consultation/ Consultant Supervision	1.28	
	- Employer Time	1.07	
	- Training	1.15	
	- Paid Time Off	4.62	
	"Billable" Hours	22.26	
	Productivity Adjustment	1.80	
	<b>Staff Cost per Billable Hour</b>	<b>\$73.08</b>	
	Clinician Initial Training	Cost of Web-Based Classes	\$35.00
Cost for Initial Training (2 days)			
- Airfare (1 round trip)		\$400.00	
- Lodging (\$120 per night for 3 nights)		\$360.00	
- Ground Transportation (\$50 per day for 3 days) shared by two staff		\$75.00	
- Per Diem (\$65 per day for 2 days plus \$15 for the last day)		\$145.00	
Travel Related Costs of Initial Training		\$980.00	
Attendance Fee for Initial Training		\$250.00	
- Number of Consultation Calls		12	
- Consultant Fee per Call		\$75.00	
- Number of Clinicians per Call		6	
Consultation Call Cost		\$150.00	
- Certification Cost (application and exam)		\$325.00	
- Duration of Certification (in years)		5	
Annual Cost of Certification		\$65.00	
Total Initial Consultation Cost	\$1,480.00		
- Clinician Turnover Rate	30%		
Annual Initial Training Cost per Clinician	\$444.00		
<b>Initial Training Cost per Billable Hour</b>	<b>\$0.38</b>		
Clinician Office	- Square Feet of Service Space	200	
	- Annual Cost per Square Foot	\$16.00	
	<b>Clinician Office Cost per Billable Hour</b>	<b>\$2.76</b>	

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services**  
**Draft Rate Models**  
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**Trauma-Focused Cognitive Behavioral Therapy**

	Unit of Service	15 Minute
Team Supervisor	- Hourly Wage	\$34.67
	- Benefit Rate (as a percent of wages)	24.3%
	Weekly Cost of Wages and Benefits	\$1,723.79
	- Number of Clinicians per Team Supervisor	6
	<b>Team Supervisor Cost per Billable Hour</b>	<b>\$12.91</b>
Supervisor Initial Training	Cost of Web-Based Classes	\$35.00
	Cost for Initial Training (2 days)	
	- Airfare (1 round trip)	\$400.00
	- Lodging (\$120 per night for 3 nights)	\$360.00
	- Ground Transportation (\$50 per day for 3 days)	\$75.00
	- Per Diem (\$65 per day for 2 days plus \$15 for the last day)	\$145.00
	Travel Related Costs of Initial Training	\$980.00
	Attendance Fee for Initial Training	\$250.00
	- Number of Consultation Calls	12
	- Consultant Fee per Call	\$75.00
	- Number of Clinicians per Call	6
	Consultation Call Cost	\$150.00
	- Certification Cost (application and exam)	\$325.00
	- Duration of Certification (in years)	5
	Annual Cost of Certification	\$65.00
Total Initial Consultation Cost	\$1,480.00	
- Supervisor Turnover Rate	30%	
Annual Initial Training Cost per Supervisor	\$444.00	
<b>Supervisor Initial Training Cost per Billable Hour</b>	<b>\$0.06</b>	
Admin. and Prog. Support	Cost per Billable Hour Included in Admin. and Program Support Rate	\$88.75
	- Program Support Rate	15.0%
	<b>Program Support Cost per Billable Hour</b>	<b>\$19.02</b>
	- Administrative Rate	15.0%
<b>Administrative Cost per Billable Hour</b>	<b>\$19.02</b>	
	Remaining costs excluded from Admin and Program Support Calculation	<b>\$0.44</b>
	Total Cost per Billable Hour	\$127.23
	<b>Rate per 15 Minutes</b>	<b>\$31.81</b>

Rate Study for Behavioral Health and  
Targeted Case Management Services

Appendices to Draft Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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September 21, 2022

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services**  
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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 (May 2021)				
				10th %ile	25th %ile	50th %ile	75th %ile	90th %ile
11-9151 Social and community service managers	Bachelor's	Under 5 yrs.	None	\$22.40	\$23.68	\$29.45	\$36.46	\$41.34
19-3033 Clinical and counseling psychologists	Not pub.	Not pub.	Not pub.	\$27.41	\$30.84	\$36.38	\$50.86	\$76.50
19-3034 School psychologist	Not pub.	Not pub.	Not pub.	\$29.84	\$34.73	\$37.61	\$39.61	\$49.80
21-1012 Educational/ voc./ school counselors	Master's	None	None	\$18.48	\$22.62	\$24.16	\$30.51	\$37.67
21-1015 Rehabilitation counselors	Master's	None	None	\$17.59	\$18.68	\$23.41	\$29.73	\$0.00
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.	Bachelor's	None	None	\$14.83	\$21.62	\$23.54	\$31.44	\$48.10
21-1021 Child/ family/ school social workers	Bachelor's	None	None	\$22.73	\$25.26	\$28.37	\$30.26	\$37.89
21-1022 Healthcare social workers	Master's	None	Intern/ resident	\$22.80	\$23.58	\$29.28	\$30.55	\$37.34
21-1023 Mental health/ sub. abuse social work	Master's	None	Intern/ resident	\$18.77	\$22.70	\$28.55	\$30.52	\$38.36
21-1091 Health education specialist	Bachelor's	None	None	\$18.48	\$22.69	\$23.86	\$30.98	\$39.06
21-1093 Social and human service assistants	High School	None	Short-term OTJ	\$14.64	\$17.59	\$18.33	\$21.64	\$23.15
21-1094 Community health workers	High School	None	Short-term OTJ	\$17.74	\$18.62	\$23.11	\$28.33	\$30.76
25-2051 Special education teachers, preschool 1/	Bachelor's	None	None	\$18.39	\$18.64	\$19.53	\$24.34	\$24.43
25-2052 Special ed. teachers, kindergarten/ elem. 1/	Bachelor's	None	None	\$23.68	\$29.81	\$31.33	\$39.01	\$48.22
25-2057 Special ed. teachers, middle school 1/	Bachelor's	None	None	\$23.60	\$29.84	\$37.11	\$39.79	\$48.70
25-2058 Special ed. teachers, secondary school 1/	Bachelor's	None	None	\$23.62	\$29.52	\$31.55	\$43.99	\$48.46
25-9045 Teaching assts., except postsecondary 1/	Some college	None	None	\$18.01	\$18.25	\$22.81	\$23.79	\$29.01
29-1051 Pharmacists	Doctoral/ prof.	None	None	\$47.26	\$58.40	\$61.87	\$73.31	\$78.54
29-1071 Physician assistants	Master's	None	None	\$47.41	\$48.88	\$58.40	\$62.54	\$77.54
29-1141 Registered nurses	Bachelor's	None	None	\$28.68	\$29.49	\$36.08	\$37.82	\$47.49
29-1171 Nurse practitioners	Master's	None	None	\$46.17	\$48.19	\$57.48	\$61.87	\$64.98
29-1215 Family medicine physicians	Doctoral/ prof.	None	Intern/ resident	\$49.48	\$74.25	\$97.21	1/	1/
29-1216 General internal medicine physicians	Doctoral/ prof.	None	Intern/ resident	\$58.73	\$94.00	1/	1/	1/
29-1223 Psychiatrist	Doctoral/ prof.	None	Intern/ resident	\$84.02	1/	1/	1/	1/
29-2053 Psychiatric technicians	Postsec. award	Under 5 yrs.	Short-term OTJ	\$14.03	\$14.08	\$14.13	\$17.70	\$18.74
29-2061 Lic. practical and lic. vocational nurses	Postsec. award	None	None	\$17.80	\$22.41	\$23.03	\$28.28	\$29.56
31-1120 Home health and personal care aides	High School	None	Short-term OTJ	\$13.65	\$13.94	\$14.28	\$17.23	\$18.03
31-1131 Nursing assistants	Postsec. award	None	None	\$13.99	\$14.24	\$17.33	\$17.86	\$18.63
31-1133 Psychiatric aides	High School	None	Short-term OTJ	\$14.47	\$14.58	\$17.96	\$20.30	\$23.02
31-9092 Medical assistants	Postsec. award	None	None	\$14.43	\$17.61	\$18.20	\$21.77	\$23.03
39-1022 First-line supervisors of pers. svc. workers	Not pub.	Not pub.	Not pub.	\$14.44	\$17.55	\$18.40	\$21.89	\$23.36
39-9032 Recreation workers	High School	None	Short-term OTJ	\$12.51	\$13.82	\$14.35	\$17.98	\$22.39
39-9041 Residential advisors	High School	None	Short-term OTJ	\$12.22	\$14.27	\$15.15	\$22.04	\$29.70

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

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services  
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**Appendix A: Wage Assumptions  
Wage Inflation Factor Determination**

*Adjustment for Wage Inflation*<sup>1</sup>

BLS Dataset Month	May-21
# of Months from May 2021 to May 2022	12
Assumed Wage Inflation for May 2021 to May 2022	9.00%
# of Months from May 2022 to July 2023	14
Assumed Annual Wage Inflation for May 2022 to July 2023	3.60%
<b>Total Inflation Factor</b>	<b>13.59%</b>

<sup>1</sup>Inflation amounts based on one-year (2020 - 2021) and ten-year (2011 - 2021) compound annual growth rate for net earnings in Maine; 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 Inflation Adjustments**

BLS Code and Title	Typical Education Requirement	Typical Work Experience	Typical On-The-Job Training To Attain Competency	Bureau of Labor Statistics Wages (May 2021 with Inflation Adjustment)				
				10th %ile	25th %ile	50th %ile	75th %ile	90th %ile
11-9151 Social and community service managers	Bachelor's	Under 5 yrs.	None	\$25.44	\$26.90	\$33.45	\$41.41	\$46.96
19-3033 Clinical and counseling psychologists	Not pub.	Not pub.	Not pub.	\$31.14	\$35.03	\$41.32	\$57.77	\$86.90
19-3034 School psychologist	Not pub.	Not pub.	Not pub.	\$33.90	\$39.45	\$42.72	\$44.99	\$56.57
21-1012 Educational/ voc./ school counselors	Master's	None	None	\$20.99	\$25.69	\$27.44	\$34.66	\$42.79
21-1015 Rehabilitation counselors	Master's	None	None	\$19.98	\$21.22	\$26.59	\$33.77	\$0.00
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.	Bachelor's	None	None	\$16.85	\$24.56	\$26.74	\$35.71	\$54.64
21-1021 Child/ family/ school social workers	Bachelor's	None	None	\$25.82	\$28.69	\$32.23	\$34.37	\$43.04
21-1022 Healthcare social workers	Master's	None	Intern/ resident	\$25.90	\$26.78	\$33.26	\$34.70	\$42.41
21-1023 Mental health/ sub. abuse social work	Master's	None	Intern/ resident	\$21.32	\$25.78	\$32.43	\$34.67	\$43.57
21-1091 Health education specialist	Bachelor's	None	None	\$20.99	\$25.77	\$27.10	\$35.19	\$44.37
21-1093 Social and human service assistants	High School	None	Short-term OTJ	\$16.63	\$19.98	\$20.82	\$24.58	\$26.30
21-1094 Community health workers	High School	None	Short-term OTJ	\$20.15	\$21.15	\$26.25	\$32.18	\$34.94
25-2051 Special education teachers, preschool 1/	Bachelor's	None	None	\$20.89	\$21.17	\$22.19	\$27.64	\$27.75
25-2052 Special ed. teachers, kindergarten/ elem. 1/	Bachelor's	None	None	\$26.90	\$33.86	\$35.59	\$44.31	\$54.77
25-2057 Special ed. teachers, middle school 1/	Bachelor's	None	None	\$26.81	\$33.89	\$42.15	\$45.20	\$55.32
25-2058 Special ed. teachers, secondary school 1/	Bachelor's	None	None	\$26.83	\$33.53	\$35.84	\$49.97	\$55.05
25-9045 Teaching assts., except postsecondary 1/	Some college	None	None	\$20.46	\$20.73	\$25.91	\$27.02	\$32.95
29-1051 Pharmacists	Doctoral/ prof.	None	None	\$53.68	\$66.34	\$70.28	\$83.27	\$89.21
29-1071 Physician assistants	Master's	None	None	\$53.85	\$55.52	\$66.34	\$71.04	\$88.08
29-1141 Registered nurses	Bachelor's	None	None	\$32.58	\$33.50	\$40.98	\$42.96	\$53.94
29-1171 Nurse practitioners	Master's	None	None	\$52.44	\$54.74	\$65.29	\$70.28	\$73.81
29-1215 Family medicine physicians	Doctoral/ prof.	None	Intern/ resident	\$56.20	\$84.34	\$110.42	1/	1/
29-1216 General internal medicine physicians	Doctoral/ prof.	None	Intern/ resident	\$66.71	\$106.77	1/	1/	1/
29-1223 Psychiatrist	Doctoral/ prof.	None	Intern/ resident	\$95.44	1/	1/	1/	1/
29-2053 Psychiatric technicians	Postsec. award	Under 5 yrs.	Short-term OTJ	\$15.94	\$15.99	\$16.05	\$20.11	\$21.29
29-2061 Lic. practical and lic. vocational nurses	Postsec. award	None	None	\$20.22	\$25.46	\$26.16	\$32.12	\$33.58
31-1120 Home health and personal care aides	High School	None	Short-term OTJ	\$15.51	\$15.83	\$16.22	\$19.57	\$20.48
31-1131 Nursing assistants	Postsec. award	None	None	\$15.89	\$16.18	\$19.69	\$20.29	\$21.16
31-1133 Psychiatric aides	High School	None	Short-term OTJ	\$16.44	\$16.56	\$20.40	\$23.06	\$26.15
31-9092 Medical assistants	Postsec. award	None	None	\$16.39	\$20.00	\$20.67	\$24.73	\$26.16
39-1022 First-line supervisors of pers. svc. workers	Not pub.	Not pub.	Not pub.	\$16.40	\$19.94	\$20.90	\$24.86	\$26.53
39-9032 Recreation workers	High School	None	Short-term OTJ	\$14.21	\$15.70	\$16.30	\$20.42	\$25.43
39-9041 Residential advisors	High School	None	Short-term OTJ	\$13.88	\$16.21	\$17.21	\$25.04	\$33.74

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

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services**

**Draft Rate Models**

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**Appendix A: Wage Assumptions**

**Development of Job Requirements (Using BLS Job Codes) by Service**

<b>BLS Code and Title</b>		Children's Behavioral Health Day Treatment, BHP - School	Children's Behavioral Health Day Treatment, Master's - School	Children's Behavioral Health Day Treatment, BCBA	Outpatient Therapy (Psychologist/ Psychiatrist)	Outpatient Therapy (LCSW/ LCPC/ LMFT/ APRN)	Outpatient Therapy (LADC)	Outpatient Therapy (CADC)	Medication Management (Physician)	Medication Management (Physician Asst./ Nurse Prac.)
11-9151	Social and community service managers									
19-3033	Clinical and counseling psychologists			100%	100%					
19-3034	School psychologist									
21-1012	Educational/ voc./ school counselors									
21-1015	Rehabilitation counselors									
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.	40%	50%				100%	50%		
21-1021	Child/ family/ school social workers									
21-1022	Healthcare social workers									
21-1023	Mental health/ sub. abuse social work					100%				
21-1091	Health education specialist									
21-1093	Social and human service assistants									
21-1094	Community health workers	40%								
25-2051	Special education teachers, preschool									
25-2052	Special ed. teachers, kindergarten/ elementary		50%							
25-2057	Special education teachers, middle school									
25-2058	Special education teachers, secondary school									
25-9045	Teaching assistants, except postsecondary									
29-1051	Pharmacists									
29-1071	Physician assistants									100%
29-1141	Registered nurses									
29-1171	Nurse practitioners									
29-1215	Family medicine physicians									
29-1216	General internal medicine physicians									
29-1223	Psychiatrist								100%	
29-2053	Psychiatric technicians	20%								
29-2061	Lic. practical and lic. vocational nurses									
31-1120	Home health and personal care aides									
31-1131	Nursing assistants									
31-1133	Psychiatric aides							50%		
31-9092	Medical assistants									
39-1022	First-line supervisors of pers. svc. workers									
39-9032	Recreation workers									
39-9041	Residential advisors									
		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



**Review of Provider Rates for Behavioral Health and Targeted Case Management Services**

**Draft Rate Models**

**prepared for Maine Department of Health and Human Services**

**Appendix A: Wage Assumptions**

**Development of Job Requirements (Using BLS Job Codes) by Service**

<b>BLS Code and Title</b>	<b>Neuropsychological and Psychological Testing (Physician/Psychologist)</b>	<b>Neuropsychological and Psychological Testing (Psych. Examiner)</b>	<b>Adaptive Assessments</b>	<b>Specialized Group Services (Peer Support)</b>	<b>Specialized Group Services (Other Qualified)</b>	<b>Multisystemic Therapy - Clinician</b>	<b>Multisystemic Therapy - Supervisor</b>	<b>Multisystemic Therapy - Problem Sexualized Behavior - Clinician</b>	<b>Multisystemic Therapy - Problem Sexualized Behavior - Supervisor</b>
11-9151 Social and community service managers									
19-3033 Clinical and counseling psychologists	100%								
19-3034 School psychologist									
21-1012 Educational/ voc./ school counselors									
21-1015 Rehabilitation counselors									
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.		100%							
21-1021 Child/ family/ school social workers									
21-1022 Healthcare social workers									
21-1023 Mental health/ sub. abuse social work			100%			100%	100%	100%	100%
21-1091 Health education specialist									
21-1093 Social and human service assistants									
21-1094 Community health workers									
25-2051 Special education teachers, preschool									
25-2052 Special ed. teachers, kindergarten/ elementary									
25-2057 Special education teachers, middle school									
25-2058 Special education teachers, secondary school									
25-9045 Teaching assistants, except postsecondary									
29-1051 Pharmacists									
29-1071 Physician assistants									
29-1141 Registered nurses									
29-1171 Nurse practitioners									
29-1215 Family medicine physicians									
29-1216 General internal medicine physicians									
29-1223 Psychiatrist									
29-2053 Psychiatric technicians									
29-2061 Lic. practical and lic. vocational nurses									
31-1120 Home health and personal care aides									
31-1131 Nursing assistants									
31-1133 Psychiatric aides				100%	100%				
31-9092 Medical assistants									
39-1022 First-line supervisors of pers. svc. workers									
39-9032 Recreation workers									
39-9041 Residential advisors									
	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services  
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<b>BLS Code and Title</b>	Functional Family Therapy - Clinician	Functional Family Therapy - Supervisor	Trauma-Focused Cognitive Behavioral Therapy - Clinician	Trauma-Focused Cognitive Behavioral Therapy - Supervisor
11-9151 Social and community service managers				
19-3033 Clinical and counseling psychologists				
19-3034 School psychologist				
21-1012 Educational/ voc./ school counselors				
21-1015 Rehabilitation counselors				
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.				
21-1021 Child/ family/ school social workers				
21-1022 Healthcare social workers				
21-1023 Mental health/ sub. abuse social work	100%	100%	100%	100%
21-1091 Health education specialist				
21-1093 Social and human service assistants				
21-1094 Community health workers				
25-2051 Special education teachers, preschool				
25-2052 Special ed. teachers, kindergarten/ elementary				
25-2057 Special education teachers, middle school				
25-2058 Special education teachers, secondary school				
25-9045 Teaching assistants, except postsecondary				
29-1051 Pharmacists				
29-1071 Physician assistants				
29-1141 Registered nurses				
29-1171 Nurse practitioners				
29-1215 Family medicine physicians				
29-1216 General internal medicine physicians				
29-1223 Psychiatrist				
29-2053 Psychiatric technicians				
29-2061 Lic. practical and lic. vocational nurses				
31-1120 Home health and personal care aides				
31-1131 Nursing assistants				
31-1133 Psychiatric aides				
31-9092 Medical assistants				
39-1022 First-line supervisors of pers. svc. workers				
39-9032 Recreation workers				
39-9041 Residential advisors				
	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services**  
**Draft Rate Models**  
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**Appendix A: Wage Assumptions**  
**Rate Model Assumptions (Using Adjusted BLS Wage Data and Job Requirement Assumptions)**

Children's Behavioral Health Day Treatment, BHP - School	Children's Behavioral Health Day Treatment, Master's - School	Children's Behavioral Health Day Treatment, BCBA	Outpatient Therapy (Psychologist/ Psychiatrist)	Outpatient Therapy (LCSW/ LCPC/ LMFT/ APRN)	Outpatient Therapy (LADC)	Outpatient Therapy (CADC)	Medication Management (Physician)	Medication Management (Physician Asst./ Nurse Prac.)	Neuropsychological and Psychological Testing (Physician/Psychologist)	Neuropsychological and Psychological Testing (Psych. Examiner)	Adaptive Assessments	Specialized Group Services (Peer Support)	Specialized Group Services (Other Qualified)
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**Rate Model<sup>1</sup>**

10th %ile	\$17.99	\$21.87	\$31.14	\$31.14	\$21.32	\$16.85	\$16.64	\$95.44	\$53.85	\$31.14	\$16.85	\$21.32	\$16.44	\$16.44
25th %ile	\$21.48	\$29.21	\$35.03	\$35.03	\$25.78	\$24.56	\$20.56		\$55.52	\$35.03	\$24.56	\$25.78	\$16.56	\$16.56
<b>50th %ile</b>	<b>\$24.41</b>	<b>\$31.16</b>	<b>\$41.32</b>	<b>\$41.32</b>	<b>\$32.43</b>	<b>\$26.74</b>	<b>\$23.57</b>		<b>\$66.34</b>	<b>\$41.32</b>	<b>\$26.74</b>	<b>\$32.43</b>	<b>\$20.40</b>	<b>\$20.40</b>
75th %ile	\$31.18	\$40.01	\$57.77	\$57.77	\$34.67	\$35.71	\$29.39		\$71.04	\$57.77	\$35.71	\$34.67	\$23.06	\$23.06
90th %ile	\$40.09	\$54.70	\$86.90	\$86.90	\$43.57	\$54.64	\$40.39		\$88.08	\$86.90	\$54.64	\$43.57	\$26.15	\$26.15

<sup>1</sup>Rate model wage assumptions are bolded, and have been set at the BLS-reported median (50th percentile) hourly wage adjusted for wage growth based on the assumed job requirements, with the following exceptions:

- The BLS does not publish wage percentiles that exceed \$100 per hour; the wage assumption for psychiatrists is therefore based on the reported mean wage (\$155.88 per hour before inflation)
- The wage assumption for supervisors in the FFT, MST, and TF-CBT rate models use the 75th percentile for the benchmark occupation
- Wage assumptions that fall under the required 125% of minimum wage will be moved to 125% of the January 2023 minimum wage

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**Appendix A: Wage Assumptions  
Rate Model Assumptions (Using Adjusted BLS Wage Data and Job Requirement**

Multisystemic Therapy - Clinician	Multisystemic Therapy - Supervisor	Multisystemic Therapy - Problem Sexualized Behavior - Clinician	Multisystemic Therapy - Problem Sexualized Behavior - Supervisor	Functional Family Therapy Clinician	Functional Family Therapy Supervisor	Trauma-Focused Cognitive Behavioral Therapy - Clinician	Trauma-Focused Cognitive Behavioral Therapy - Supervisor
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**Rate Model<sup>1</sup>**

10th %ile	\$21.32	\$21.32	\$21.32	\$21.32	\$21.32	\$21.32	\$21.32	\$21.32
25th %ile	\$25.78	\$25.78	\$25.78	\$25.78	\$25.78	\$25.78	\$25.78	\$25.78
<b>50th %ile</b>	<b>\$32.43</b>	<b>\$32.43</b>	<b>\$32.43</b>	<b>\$32.43</b>	<b>\$32.43</b>	<b>\$32.43</b>	<b>\$32.43</b>	<b>\$32.43</b>
75th %ile	\$34.67	\$34.67	\$34.67	\$34.67	\$34.67	\$34.67	\$34.67	\$34.67
90th %ile	\$43.57	\$43.57	\$43.57	\$43.57	\$43.57	\$43.57	\$43.57	\$43.57

<sup>1</sup>Rate model wage assumptions are bolded, and have been set at the BLS-reported median (50th percentile) hourly wage adjusted for wage growth based on the assumed job requirements, with the following exceptions:

- The BLS does not publish wage percentiles that exceed \$100 per hour; the wage assumption for psychiatrists is therefore based on the reported mean wage (\$155.88 per hour before inflation)
- The wage assumption for supervisors in the FFT, MST, and TF-CBT rate models use the 75th percentile for the benchmark occupation
- Wage assumptions that fall under the required 125% of minimum wage will be moved to 125% of the January 2023 minimum wage

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services**

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**Appendix B: Benefits Assumptions to Establish Benefit Rates**

% of Employees with Access			% of Employees Who Receive ('Participation')			Benefit Level for Participating Employees			Effective Benefit Level (Accounts for Participation)		
BLS Data <sup>1</sup>	Rate Model Prof.	Rate Model Para-prof.	BLS Data <sup>1</sup>	Rate Model Prof.	Rate Model Para-prof.	BLS Data <sup>1</sup>	Rate Model Prof.	Rate Model Para-prof.	BLS Data <sup>1</sup>	Rate Model Prof.	Rate Model Para-prof.

**Mandatory Benefits**

FICA <sup>2</sup>										7.65%	7.65%
Federal UI <sup>3</sup>										0.60%	0.60%
State UI <sup>4</sup>										2.45%	2.45%
Workers' Comp.										3.00%	3.00%

**Paid Time Off<sup>5</sup>**

Holidays	80%	100%	100%	80%	100%	100%	8.0	10.0	10.0	6.4	10.0	10.0
Vacation Leave	76%	100%	100%	76%	100%	100%	10.0	20.0	15.0	7.6	20.0	15.0
Sick Leave	85%			85%			6.0			5.1		
<b>Total</b>							<b>24.0</b>	<b>30.0</b>	<b>25.0</b>	<b>19.1</b>	<b>30.0</b>	<b>25.0</b>

**Health Insurance<sup>6</sup>**

Employee Only				42.4%	42.4%		\$507.89	\$525.00	\$525.00			
Employee + One				13.7%	13.7%			\$900.00	\$900.00			
Family				18.9%	18.9%		\$1,322.52	\$1,300.00	\$1,300.00			
<b>Total</b>	71%	100%	100%	47%	75.0%	75.0%				\$591.34	\$591.34	

**Other Benefits<sup>7</sup>**

		100%	100%		100%	100%		\$200.00	\$200.00		\$200.00	\$200.00
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**Notes**

<sup>1</sup>BLS' 2021 National Compensation Survey (<https://www.bls.gov/ncs/ebs/benefits/2021/employee-benefits-in-the-united-states-march-2021.pdf>); data reported is for private employers in the New England region.

<sup>2</sup>Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

<sup>3</sup>Applies to first \$7,000 in wages

<sup>4</sup>Rate model assumption reflects the tax rate assessed to new employers (inclusive of the 0.07 percent Competitive Skills Scholarship Fund assessment and the 0.14 percent for the Unemployment Program Administrative Fund assessment) in 2022; tax applies to first \$12,000 in wages

<sup>5</sup>BLS data for vacation and sick leave is based on national data for employees with 1-5 years of experience (average for those with 6-10 experience is 15 days of vacation and 6 days of sick leave)

<sup>6</sup>In addition to BLS data, the U.S. DHHS' Medical Expenditure Panel Survey data for Maine was reviewed. The average premium across all employers in 2021 was \$639.75 with an employer share of \$505.33 for an employee-only plan (Tables II.C.1 and II.C.2), \$1,207.08 with an employer share of \$872.83 for an employee-plus-one plan (Tables II.E.1 and II.E.2), and \$1,802.50 with an employer share of \$1,257.50 for a family plan (Tables II.D.1 and II.D.2).

<sup>7</sup>BLS 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	Effective Benefit Rate - Model Assumptions <sup>1,2</sup>			
		College Grad and Greater		Other	
		w/ PTO	w/o PTO	w/ PTO	w/o PTO
\$17	\$35,360	50.0%	38.5%	48.0%	38.5%
\$18	\$37,440	48.4%	36.9%	46.5%	36.9%
\$19	\$39,520	47.0%	35.5%	45.1%	35.5%
\$20	\$41,600	45.8%	34.3%	43.9%	34.3%
\$21	\$43,680	44.7%	33.2%	42.7%	33.2%
\$22	\$45,760	43.6%	32.1%	41.7%	32.1%
\$23	\$47,840	42.7%	31.2%	40.8%	31.2%
\$24	\$49,920	41.9%	30.3%	39.9%	30.3%
\$25	\$52,000	41.1%	29.6%	39.1%	29.6%
\$26	\$54,080	40.3%	28.8%	38.4%	28.8%
\$27	\$56,160	39.7%	28.2%	37.7%	28.2%
\$28	\$58,240	39.0%	27.5%	37.1%	27.5%
\$29	\$60,320	38.5%	26.9%	36.5%	26.9%
\$30	\$62,400	37.9%	26.4%	36.0%	26.4%
\$31	\$64,480	37.4%	25.9%	35.5%	25.9%
\$32	\$66,560	36.9%	25.4%	35.0%	25.4%
\$33	\$68,640	36.5%	25.0%	34.6%	25.0%
\$34	\$70,720	36.1%	24.6%	34.1%	24.6%
\$35	\$72,800	35.7%	24.2%	33.7%	24.2%
\$36	\$74,880	35.3%	23.8%	33.4%	23.8%
\$37	\$76,960	34.9%	23.4%	33.0%	23.4%
\$38	\$79,040	34.6%	23.1%	32.7%	23.1%
\$39	\$81,120	34.3%	22.8%	32.4%	22.8%
\$40	\$83,200	34.0%	22.5%	32.1%	22.5%
\$41	\$85,280	33.7%	22.2%	31.8%	22.2%
\$42	\$87,360	33.4%	21.9%	31.5%	21.9%
\$43	\$89,440	33.1%	21.6%	31.2%	21.6%
\$44	\$91,520	32.9%	21.4%	31.0%	21.4%
\$45	\$93,600	32.7%	21.2%	30.7%	21.2%
\$46	\$95,680	32.4%	20.9%	30.5%	20.9%
\$47	\$97,760	32.2%	20.7%	30.3%	20.7%
\$48	\$99,840	32.0%	20.5%	30.1%	20.5%
\$49	\$101,920	31.8%	20.3%	29.9%	20.3%
\$50	\$104,000	31.6%	20.1%	29.7%	20.1%
\$55	\$114,400	30.8%	19.2%	28.8%	19.2%
\$60	\$124,800	30.0%	18.5%	28.1%	18.5%
\$65	\$135,200	29.4%	17.9%	27.5%	17.9%
\$70	\$145,600	28.9%	17.4%	27.0%	17.4%
\$75	\$156,000	28.5%	17.0%	26.5%	17.0%
\$80	\$166,400	28.1%	16.6%	26.1%	16.6%
\$85	\$176,800	27.7%	16.2%	25.8%	16.2%
\$90	\$187,200	27.4%	15.9%	25.5%	15.9%
\$95	\$197,600	27.1%	15.6%	25.2%	15.6%
\$100	\$208,000	26.9%	15.4%	25.0%	15.4%
\$105	\$218,400	26.7%	15.2%	24.7%	15.2%
\$110	\$228,800	26.5%	14.9%	24.5%	14.9%
\$115	\$239,200	26.3%	14.8%	24.3%	14.8%
\$120	\$249,600	26.1%	14.6%	24.2%	14.6%
\$125	\$260,000	25.9%	14.4%	24.0%	14.4%
\$130	\$270,400	25.8%	14.3%	23.9%	14.3%

<sup>1</sup>This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are calculated to the penny.

<sup>2</sup>Benefit 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.

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**Appendix C: Productivity Assumptions**

	Children's Behavioral Health Day Treatment, BHP - School, One-to-One	Children's Behavioral Health Day Treatment, BHP - School, Group of 2	Children's Behavioral Health Day Treatment, BHP - School, Group of 3	Children's Behavioral Health Day Treatment, BHP - School, Group of 4	Children's Behavioral Health Day Treatment, Masters - School One-to-One	Children's Behavioral Health Day Treatment, Masters - School Group of 2	Children's Behavioral Health Day Treatment, Masters - School Group of 3	Children's Behavioral Health Day Treatment, Masters - School Group of 4	Children's Behavioral Health Day Treatment, BCBA
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***'Typical Workweek' Without Training and PTO***

Direct services	27.75	27.00	25.50	24.00	27.75	27.50	26.00	24.50	26.00
Coordination and collateral contacts (non-billable)	0.50	1.00	1.50	2.00	1.50	2.00	2.50	3.00	5.00
Participating in assessments and planning meetings	0.50	1.00	1.50	2.00	1.50	2.00	2.50	3.00	-
Travel time (between members)	-	-	-	-	-	-	-	-	-
Transporting members	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	-
Missed appointments	0.75	-	-	-	1.25				2.50
Recordkeeping and reporting	3.50	4.00	4.50	5.00	5.00	5.50	6.00	6.50	5.00
Employer and one-on-one supervision time	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
<b>Total</b>	<b>36.00</b>	<b>36.00</b>	<b>36.00</b>	<b>36.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

Training	50	50	50	50	50	50	50	50	50
Paid Time Off	180	180	180	180	240	240	240	240	240

***Avg. Workweek Adjusted for Training and PTO***

Direct services	24.33	23.67	22.35	21.05	23.88	23.67	22.38	21.09	22.38
Coordination and collateral contacts (non-billable)	0.44	0.88	1.32	1.75	1.29	1.72	2.15	2.58	4.30
Participating in assessments and planning meetings	0.44	0.88	1.32	1.75	1.29	1.72	2.15	2.58	-
Travel time (between members)	-	-	-	-	-	-	-	-	-
Transporting members	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	1.32	1.32	1.32	1.32	1.29	1.29	1.29	1.29	-
Missed appointments	0.66	-	-	-	1.08	0.00	0.00	0.00	2.15
Recordkeeping and reporting	3.07	3.51	3.95	4.39	4.30	4.73	5.16	5.59	4.30
Employer and one-on-one supervision time	1.32	1.32	1.32	1.32	1.29	1.29	1.29	1.29	1.29
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96
Paid time off	3.46	3.46	3.46	3.46	4.62	4.62	4.62	4.62	4.62
<b>Total</b>	<b>36.00</b>	<b>36.00</b>	<b>36.00</b>	<b>36.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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**Appendix C: Productivity Assumptions**

	Outpatient Therapy, Agency, Psychologist/Psychiatrist - Office One-to-One	Outpatient Therapy, Agency, Psychologist/Psychiatrist - Office Groups	Outpatient Therapy, Agency, Psychologist/Psychiatrist - Community	Outpatient Therapy, Agency, LCSW/LCPC/LMFT/ APRN - Office One-to-One	Outpatient Therapy, Agency, LCSW/LCPC/LMFT/ APRN - Office Groups	Outpatient Therapy, Agency, LCSW/LCPC/LMFT/ APRN - Community	Outpatient Therapy, Agency, Licensed Alcohol and Drug Counselor - Office One-to-One	Outpatient Therapy, Agency, Licensed Alcohol and Drug Counselor - Office Groups	Outpatient Therapy, Agency, Licensed Alcohol and Drug Counselor - Community
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***'Typical Workweek' Without Training and PTO***

Direct services	27.25	28.50	23.00	27.25	28.50	23.00	27.25	28.50	23.00
Coordination and collateral contacts (non-billable)	3.00	3.50	2.50	3.00	3.50	2.50	3.00	3.50	2.50
Participating in assessments and planning meetings	0.75	1.00	0.50	0.75	1.00	0.50	0.75	1.00	0.50
Travel time (between members)	-	-	5.00	-	-	5.00	-	-	5.00
Transporting members	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-
Missed appointments	2.50	-	2.50	2.50	-	2.50	2.50	-	2.50
Recordkeeping and reporting	5.00	5.50	5.00	5.00	5.50	5.00	5.00	5.50	5.00
Employer and one-on-one supervision time	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

Training	50	50	50	50	50	50	50	50	50
Paid Time Off	240	240	240	240	240	240	240	240	240

***Avg. Workweek Adjusted for Training and PTO***

Direct services	23.45	24.53	19.80	23.45	24.53	19.80	23.45	24.53	19.80
Coordination and collateral contacts (non-billable)	2.58	3.01	2.15	2.58	3.01	2.15	2.58	3.01	2.15
Participating in assessments and planning meetings	0.65	0.86	0.43	0.65	0.86	0.43	0.65	0.86	0.43
Travel time (between members)	-	-	4.30	-	-	4.30	-	-	4.30
Transporting members	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-
Missed appointments	2.15	-	2.15	2.15	-	2.15	2.15	-	2.15
Recordkeeping and reporting	4.30	4.73	4.30	4.30	4.73	4.30	4.30	4.73	4.30
Employer and one-on-one supervision time	1.29	1.29	1.29	1.29	1.29	1.29	1.29	1.29	1.29
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96
Paid time off	4.62	4.62	4.62	4.62	4.62	4.62	4.62	4.62	4.62
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>



**Review of Provider Rates for Behavioral Health and Targeted Case Management Services  
Draft Rate Models  
prepared for Maine Department of Health and Human Services**

**Appendix C: Productivity Assumptions**

	Outpatient Therapy, Agency, Certified Alcohol and Drug Counselor - Office One-to-One	Outpatient Therapy, Agency, Certified Alcohol and Drug Counselor - Office Groups	Outpatient Therapy, Agency, Certified Alcohol and Drug Counselor - Community	Specialized Group Services	Medication Management (All Staff)	Neuropsychological and Psychological Testing (Physician/Psychologist)	Neuropsychological and Psychological Testing (Psych. Examiner)	Adaptive Assessments
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***'Typical Workweek' Without Training and PTO***

Direct services	27.25	28.50	23.00	38.50	25.00	32.25	35.00	35.00
Coordination and collateral contacts (non-billable)	3.00	3.50	2.50	-	5.00	1.00	-	-
Participating in assessments and planning meetings	0.75	1.00	0.50	-	1.00	-	-	-
Travel time (between members)	-	-	5.00	-	-	-	-	-
Transporting members	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-
Missed appointments	2.50	-	2.50	-	2.50	1.50	1.50	1.50
Recordkeeping and reporting	5.00	5.50	5.00	-	5.00	3.75	2.00	2.00
Employer and one-on-one supervision time	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

Training	50	50	50	50	50	50	50	50
Paid Time Off	240	240	240	200	240	240	240	240

***Avg. Workweek Adjusted for Training and PTO***

Direct services	23.45	24.53	19.80	33.87	21.52	27.75	30.12	30.12
Coordination and collateral contacts (non-billable)	2.58	3.01	2.15	-	4.30	0.86	-	-
Participating in assessments and planning meetings	0.65	0.86	0.43	-	0.86	-	-	-
Travel time (between members)	-	-	4.30	-	-	-	-	-
Transporting members	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-
Missed appointments	2.15	-	2.15	-	2.15	1.29	1.29	1.29
Recordkeeping and reporting	4.30	4.73	4.30	-	4.30	3.23	1.72	1.72
Employer and one-on-one supervision time	1.29	1.29	1.29	1.32	1.29	1.29	1.29	1.29
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96
Paid time off	4.62	4.62	4.62	3.85	4.62	4.62	4.62	4.62
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>