Rate Study for Behavioral Health and Targeted Case Management Services

Draft Rate Models for Targeted Case Management, Community Integration, and Behavioral Health Homes

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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September 20, 2022

Review of Provider Rates for Behavioral Health and Targeted Case Management Services Proposed 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
Section 13			Navos	
Targeted Case Management	15 min.	\$23.03	\$24.55	
Section 17				
Community Integration	15 min.	\$22.33	\$23.94	
Section 92				
Behavioral Health Home - Children's Hi-Fidelity Wraparound	Month	New	\$1,425.04	
Behavioral Health Home - Children	Month	\$413.88	\$580.38	
Behavioral Health Home - Adult	Month	\$413.88	\$514.46	

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Targeted Case Management

	Unit of Service	15 Minutes
ts	- Case Manager Hourly Wage - Benefit Rate (as a percent of wages)	\$29.66 26.6%
nefi	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.55
Case Manager Wages and Benefits	Productivity Assumptions	
and	Total Hours	40.00
ses	- Travel Time (Between Members)	3.87
Vag	- Missed Appointments	1.29
7. Z	- Recordkeeping and Reporting	4.30
lage	- Employer and One-on-One Supervision Time	1.29
Лаг	- Training	0.96
se l	- Paid time off "Billable" Hours	4.62 23.67
Cas	Productivity Adjustment	1.69
	Troductivity Adjustition	1.07
	Staff Cost After Productivity Adj. per Billable Hour	\$63.46
gr.	- Number of Miles Traveled per Week	150
Case Mgr. Mileage	- Amount per Mile	\$0.625
ase	Weekly Mileage Cost	\$93.75
$^{\circ}$	Mileage Cost per Billable Hour	\$3.96
r. 92		
Case Mgr. Office Space	- Square Feet of Office Space	100
se se	- Annual Cost per Square Foot	\$16.00
Ca Offi	Annual Cost of Office Space	\$1,600.00
-	Office Space Cost per Billable Hour	\$1.30
nd	Cost per Billable Hour Before Admin. and Program Support	\$68.72
ı. a upj	- Program Support Rate	15.0%
Admin. and Prog. Support	Program Support Cost per Billable Hour	\$14.73
Ad	- Administrative Rate	15.0%
I	Administrative Cost per Billable Hour	\$14.73
	Total Cost per Billable Hour	\$98.18
	Rate per 15 Minutes	\$24.55

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Community Integration

-	Unit of Service	15 Minutes
	- MHRT/C Hourly Wage - Benefit Rate (as a percent of wages)	\$26.74 28.3%
fits	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.31
MHRT/C Wages and Benefits	Productivity Assumptions	
l pi	Total Hours	40.00
s at	- Travel Time (Between Members)	3.87
age	- Missed Appointments	2.15
```	Recordkeeping and Reporting     Employer and One-on-One Supervision Time	3.44 1.29
1/C	- Employer and One-on-one Supervision Time - Training	0.96
H X	- Paid time off	4.62
₹	"Billable" Hours	23.67
	Productivity Adjustment	1.69
	Staff Cost After Productivity Adj. per Billable Hour	\$57.98
C es	- Number of Miles Traveled per Week	150
MHRT/C Mileage	- Amount per Mile	\$0.625
MEI H	Weekly Mileage Cost	\$93.75
	Mileage Cost per Billable Hour	\$3.96
MHRT/C Office Space	- Square Feet of Office Space	100
MHRT/C iffice Spac	- Annual Cost per Square Foot	\$16.00
AH fice	Annual Cost of Office Space	\$1,600.00
Of O	Office Space Cost per Billable Hour	\$1.30
.d ort	Cost per Billable Hour Before Admin. and Program Support	\$63.24
Admin. and Prog. Support	- Program Support Rate	15.0%
nin Su	Program Support Cost per Billable Hour	\$13.55
Adr	- Administrative Rate	15.0%
, <u>P</u>	Administrative Cost per Billable Hour	\$13.55
	Total Cost per Billable Hour	\$90.34
	- Service Provider Tax Rate	6.0%
	Service Provider Tax Cost per Billable Hour	\$5.42
	Rate per 15 Minutes	\$23.94

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#### **Behavioral Health Home - Adult**

	Unit of Service	Month
Health Home Coordinator	- Health Home Coordinator Hourly Wage - Benefit Rate (as a percent of wages) Annual Cost of Wages and Benefits Monthly Cost of Wages and Benefits	\$26.74 28.3% \$71,359.43 \$5,946.62
Healtl	Monthly On-Call Cost Number of Cases per Health Home Coordinator	\$216.67 25.0
	Monthly Health Home Coordinator Cost per Case	\$246.53
Clinical Team Leader	- Clinical Team Leader Hourly Wage - Benefit Rate (as a percent of wages)  Annual Cost of Wages and Benefits  Monthly Cost of Wages and Benefits	\$45.48 21.0% \$114,464.06 \$9,538.67
Minical	- Number of Health Home Coordinators per Clinical Team Leader Implied Number of Cases per Clinical Team Leader	8.0 200
	Monthly Clinical Team Leader Cost per Case	\$47.69
Nurse Care Manager	- Nurse Care Manager Hourly Wage - Benefit Rate (as a percent of wages) Annual Cost of Wages and Benefits Monthly Cost of Wages and Benefits	\$40.98 22.2% \$104,161.32 \$8,680.11
rse (	Number of Cases per Nurse Care Manager	300
ž	Monthly Nurse Care Manager Cost per Case	\$28.93
Peer Support Specialist	- Peer Support Specialist Hourly Wage - Benefit Rate (as a percent of wages) Annual Cost of Wages and Benefits Monthly Cost of Wages and Benefits	\$20.40 33.8% \$56,774.02 \$4,731.17
Pee S _J	Number of Cases per Peer/ Family or Youth Support Specialist	200
	Monthly Peer Support Specialist Cost per Case	\$23.66
Psychiatric Consultant	- Psychiatric Consultant Hourly Wage - Benefit Rate (as a percent of wages) Hourly Cost of Wages and Benefits	\$177.06 10.0% \$194.77
sych Zonst	Annual Psychiatric Consultant Hours per 200 Cases	100
ц о	Annual Psychiatric Consultant Cost per Case  Monthly Psychiatric Consultant Cost per Case	\$97.39 <b>\$8.12</b>
Medical Consultant	- Medical Consultant Hourly Wage - Benefit Rate (as a percent of wages) Hourly Cost of Wages and Benefits	\$110.42 12.8% \$124.55
cal C	Annual Medical Consultant Hours per 200 Cases	100
Medic	Annual Medical Consultant Cost per Case  Monthly Medical Consultant Cost per Case	\$62.28 <b>\$5.19</b>
nd	Monthly Cost per Case Before Administration and Program Support	\$360.12
Admin. and Prog. Support	- Program Support Rate Program Support Cost per Month	15.0% \$77.17
Adm rog.	- Administrative Rate	15.0%
д	Administrative Cost per Month	\$77.17
	Monthly Case Rate	\$514.46

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#### **Behavioral Health Home - Child**

	Unit of Service	Month
	- Clinical Team Leader Hourly Wage	\$29.66
ne or	- Benefit Rate (as a percent of wages)	26.6%
Hon	Annual Cost of Wages and Benefits	\$78,103.08
th I	Monthly Cost of Wages and Benefits	\$6,508.59
Health Home Coordinator	Monthly On-Call Cost	\$216.67
Н Э	Number of Cases per Health Home Coordinator	25.0
	Monthly Health Home Coordinator Cost per Case	\$269.01
ade	- Clinical Team Leader Hourly Wage	\$45.48
Le	- Benefit Rate (as a percent of wages)	21.0%
am	Annual Cost of Wages and Benefits	\$114,464.06
Те	Monthly Cost of Wages and Benefits	\$9,538.67
ical	- Number of Health Home Coordinators per Clinical Team Leader	8.0 200
Clinical Team Leader	Implied Number of Cases per Clinical Team Leader	<b>///</b> //
	Monthly Clinical Team Leader Cost per Case	\$47.69
0	- Nurse Care Manager Hourly Wage	\$40.98
Zaro ger	- Benefit Rate (as a percent of wages) Annual Cost of Wages and Benefits	22.2% \$104,161.32
lurse Car Manager	Monthly Cost of Wages and Benefits	\$8,680.11
Nurse Care Manager	Number of Cases per Nurse Care Manager	300
	Monthly Nurse Care Manager Cost per Case	\$28.93
	- Family Support Specialist Hourly Wage	\$20.40
oort	- Family Support Specialist Hourly wage - Benefit Rate (as a percent of wages)	33.8%
mily Supp Specialist	Annual Cost of Wages and Benefits	\$56,774.02
y S ecia	Monthly Cost of Wages and Benefits	\$4,731.17
Family Support Specialist	Number of Cases per Peer/ Family or Youth Support Specialist	200
Ĕ	Monthly Family Support Specialist Cost per Case	\$23.66
£	- Youth Support Specialist Hourly Wage	\$20.40
opoi ist	- Benefit Rate (as a percent of wages)	33.8%
Sup	Annual Cost of Wages and Benefits	\$56,774.02
outh Supp Specialist	Monthly Cost of Wages and Benefits	\$4,731.17
Youth Support Specialist	Number of Cases per Peer/ Family or Youth Support Specialist	200
	Monthly Youth Support Specialist Cost per Case	\$23.66
	- Psychiatric Consultant Hourly Wage	\$177.06
tric	- Benefit Rate (as a percent of wages)	10.0%
hia sult	Hourly Cost of Wages and Benefits	\$194.77
Psychiatric Consultant	Annual Psychiatric Consultant Hours per 200 Cases	100
	Annual Psychiatric Consultant Cost per Case  Monthly Psychiatric Consultant Cost per Case	\$97.39 <b>\$8.12</b>
	- Medical Consultant Hourly Wage	\$110.42
±	- Medical Consultant riourly wage  - Benefit Rate (as a percent of wages)	12.8%
ical Itar	Hourly Cost of Wages and Benefits	\$124.55
Medical Consultant	Annual Medical Consultant Hours per 200 Cases	100
Co	Annual Medical Consultant Cost per Case	\$62.28
	Monthly Medical Consultant Cost per Case	\$5.19
d vrt	Cost per Month Before Administration	\$406.26
Admin. and Prog. Support	- Program Support Rate	15.0%
nin. Su	Program Support Cost per Month	\$87.06
Adn og.	- Administrative Rate	15.0%
β. Pr	Administrative Cost per Month	\$87.06
	Monthly Case Rate	\$580.38

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#### Behavioral Health Home - Child HFW

1		
	Unit of Service	Month
	- Clinical Team Leader Hourly Wage	\$29.66
ne or	- Benefit Rate (as a percent of wages)	26.6%
Hornat	Annual Cost of Wages and Benefits	\$78,103.08
Iealth Hom Coordinator	Monthly Cost of Wages and Benefits	\$6,508.59
Health Home Coordinator	Monthly On-Call Cost	\$216.67
	Number of Cases per Health Home Coordinator	10.0
L	Monthly Health Home Coordinator Cost per Case	\$650.86
ade	- Clinical Team Leader Hourly Wage	\$45.48
Le	- Benefit Rate (as a percent of wages) Annual Cost of Wages and Benefits	21.0%
am	Monthly Cost of Wages and Benefits	\$114,464.06 \$9,538.67
Clinical Team Leader	- Number of Health Home Coordinators per Clinical Team Leader	6.0
ica	Implied Number of Cases per Clinical Team Leader	60
Clin	Monthly Clinical Team Leader Cost per Case	\$158.98
	- Nurse Care Manager Hourly Wage	\$40.98
<u>e</u> .	- Nuise Care Manager Hourly Wage  - Benefit Rate (as a percent of wages)	22.2%
Ca ₁	Annual Cost of Wages and Benefits	\$104,161.32
Nurse Care Manager	Monthly Cost of Wages and Benefits	\$8,680.11
N _u N	Number of Cases per Nurse Care Manager	300
	Monthly Nurse Care Manager Cost per Case	\$28.93
rt	- Family Support Specialist Hourly Wage	\$20.40
ppo	- Benefit Rate (as a percent of wages)	33.8%
Sug	Annual Cost of Wages and Benefits	\$56,774.02
mily Supp Specialist	Monthly Cost of Wages and Benefits	\$4,731.17
Family Support Specialist	Number of Cases per Peer/ Family or Youth Support Specialist	20
	Monthly Family Support Specialist Cost per Case	\$236.56
)rt	- Youth Support Specialist Hourly Wage	\$20.40
ıppo	- Benefit Rate (as a percent of wages) Annual Cost of Wages and Benefits	33.8% \$56,774.02
Youth Support Specialist	Monthly Cost of Wages and Benefits	\$4,731.17
Spe	Number of Cases per Peer/ Family or Youth Support Specialist	20
Ϋ́	Monthly Youth Support Specialist Cost per Case	\$236.56
	- Psychiatric Consultant Hourly Wage	\$177.06
ıt ic.	- Benefit Rate (as a percent of wages)	10.0%
iatr	Hourly Cost of Wages and Benefits	\$194.77
Psychiatric Consultant	Annual Psychiatric Consultant Hours per 200 Cases	100
Ps. Co	Annual Psychiatric Consultant Cost per Case	\$97.39
	Monthly Psychiatric Consultant Cost per Case	\$8.12
	- Medical Consultant Hourly Wage	\$110.42
al unt	- Benefit Rate (as a percent of wages)	14.9%
dic:	Hourly Cost of Wages and Benefits	\$126.87
Medical Consultant	Annual Medical Consultant Hours per 200 Cases	100
	Annual Medical Consultant Cost per Case	\$63.44
	Monthly Medical Consultant Cost per Case	\$5.29
nd	Cost per Month Before Administration	\$1,325.30
n. a iupi	- Program Support Rate	15.0%
Admin. and Prog. Support	Program Support Cost per Month - Administrative Rate	\$249.24 N/A
Ac Pro	- Administrative Rate  Administrative Cost per Month (fixed at standard BHH amount)	\$87.06
	Monthly Case Rate	\$1,425.04
	monumy Case Rate	φ1,443.U4

## Rate Study for Behavioral Health and Targeted Case Management Services

# Appendices to Draft Rate Models

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September 20, 2022

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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	Typical	Typical On-The-	(3.5 0004)				ics Wages			
	Education	Work	Job Training To Attain	10th	25th	viay 2021 50th	75th	90th			
	Requirement	Experience	Competency	%-ile	%-ile	%-ile	%-ile	%-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 Draft Rate Models prepared for Maine Department of Health and Human Services

## Appendix A: Wage Assumptions Wage Inflation Factor Determination

#### Adjustment for Wage Inflation 1

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%
Total Inflation Factor	13.59%

¹Inflation 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

# 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 BLS Wage Data With Inflation Adjustments

Requirement   Requirement   Reperiment   Experiment   To Attain   Competency   Co	BLS Code and Title	de and Title Typical Typical Education Work		Typical On-The- Job Training	Bureau of Labor Statistics Wages (May 2021 with Inflation Adjustment)					
None				_				_		
19-3033 Clinical and counseling psychologists   Not pub. Not pub. Not pub. Not pub.   S31.14   S35.03   S41.32   S57.77   S86.90   19-3034 School psychologist   Not pub. Not pub. Not pub. Not pub.   S33.90   S39.45   S42.72   S44.99   S65.57   S21.1012 Educational/ voc/ school counselors   Master's   None   None   S10.99   S21.22   S26.59   S33.77   S00.00   S21.1018 Subs. use/ behav. disorder/ mntl. hith couns.   Bachelor's   None   None   S16.85   S24.56   S26.74   S35.71   S44.64   S42.11   S42.11   S42.11   S43.11			р		%-ile	%-ile	%-ile	%-ile	%-ile	
19-3034 School psychologist	11-9151 Social and community service managers	Bachelor's	Under 5 yrs.	None	\$25.44	\$26.90	\$33.45	\$41.41	\$46.96	
21-1012 Educational/voc/school counselors   Master's   None   None   S20.99   \$25.69   \$27.44   \$34.66   \$42.79	19-3033 Clinical and counseling psychologists	Not pub.	Not pub.	Not pub.	\$31.14	\$35.03	\$41.32	\$57.77	\$86.90	
21-1015   Rehabilitation counselors   Master's   None   None   S19.98   S21.22   S26.59   S33.77   S0.00     21-1018   Subs. use/ behav. disorder/ mntl. hith couns   Bachelor's   None   None   S16.85   S24.56   S26.74   S35.71   S34.64     21-1012   Child' family/ school social workers   Bachelor's   None   None   S25.82   S28.69   S32.23   S34.37   S43.04     21-1012   Healthcare social workers   Master's   None   Intern/ resident   S25.90   S26.78   S33.26   S34.70   S42.41     21-1012   Health education specialist   Bachelor's   None   Intern/ resident   S21.32   S25.78   S32.43   S34.67   S43.57     21-1019   Health education specialist   Bachelor's   None   None   S20.99   S25.77   S27.10   S35.19   S44.37     21-1019   Social and human service assistants   High School   None   Short-term OTJ   S16.63   S19.98   S20.82   S24.58   S26.30     21-1019   Community health workers   High School   None   Short-term OTJ   S20.15   S21.15   S26.25   S22.18   S34.94     22-2051   Special education teachers, preschool I/   Bachelor's   None   None   S20.89   S33.86   S35.59   S44.31   S47.7     23-2052   Special ed. teachers, kindleg school I/   Bachelor's   None   None   S26.81   S33.89   S42.15   S42.02   S53.22     23-2053   Special ed. teachers, middle school I/   Bachelor's   None   None   S20.48   S33.89   S42.15   S42.02   S53.22     23-2054   Special ed. teachers, secondary school I/   Bachelor's   None   None   S20.48   S33.53   S45.94   S49.97   S55.05     23-2055   Special ed. teachers, middle school I/   Bachelor's   None   None   S20.48   S33.89   S42.15   S42.02   S53.22     23-2058   Special ed. teachers, secondary school I/   Bachelor's   None   None   S20.48   S33.53   S45.94   S49.97   S55.05     23-1051   Pharmacists   None   None   S20.48   S33.53   S49.94   S42.04	19-3034 School psychologist	Not pub.	Not pub.	Not pub.	\$33.90	\$39.45	\$42.72	\$44.99	\$56.57	
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.   Bachelor's   None   None   \$16.85   \$24.56   \$26.74   \$35.71   \$54.64	21-1012 Educational/voc./school counselors	Master's	None	None	\$20.99	\$25.69	\$27.44	\$34.66	\$42.79	
Packed   P	21-1015 Rehabilitation counselors	Master's	None	None	\$19.98	\$21.22	\$26.59	\$33.77	\$0.00	
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   S20.99   \$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   \$24.85   \$26.30     21-1094   Community health workers   High School   None   Short-term OTJ   \$20.15   \$21.15   \$26.25   \$32.18   \$34.49     22-2052   Special education teachers, preschool I/   Bachelor's   None   None   \$20.89   \$21.17   \$22.19   \$27.64   \$27.75     25-2052   Special ed. teachers, kindergarten/clem. I/   Bachelor's   None   None   \$26.90   \$33.86   \$35.59   \$44.31   \$54.77     25-2053   Special ed. teachers, middle school I/   Bachelor's   None   None   \$26.81   \$33.89   \$42.15   \$45.20   \$55.32     25-2054   Special ed. teachers, secondary school I/   Bachelor's   None   None   \$26.83   \$33.33   \$35.84   \$49.97   \$55.05     25-9045   Teaching assts., except postsecondary I/   Some college   None   None   \$53.68   \$66.34   \$70.28   \$83.27   \$89.21     29-1051   Pharmacists   Doctoral/ prof.   None   None   \$53.85   \$55.52   \$66.34   \$71.04   \$88.08     29-1171   Nurse practitioners   Master's   None   None   \$52.44   \$54.74   \$65.29   \$70.28   \$70.28     29-1215   Family medicine physicians   Doctoral/ prof.   None   Intern/resident   \$66.71   \$10.47   \$1/   \$1/   \$1/     29-1223   Psychiatrist   Doctoral/ prof.   None   Intern/resident   \$66.71   \$10.67   \$1.04   \$1.04   \$1/   \$1/     29-2053   Psychiatrist   Doctoral/ prof.   None   Intern/resident   \$65.20   \$84.34   \$11.04   \$1/   \$1/     29-2053   Psychiatrist   Control   Prof.   None   None   \$15.89   \$16.05   \$20.40   \$20.29   \$20.21     31-1131   Nursing assistants   Postsec. award   None   None   \$15.89   \$16.18   \$19.69   \$20.29   \$21.16     31-1131   Nursing	21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.	Bachelor's	None	None	\$16.85	\$24.56	\$26.74	\$35.71	\$54.64	
21-1023 Mental health/ sub. abuse social work   Master's   None   Intern/ resident   \$21.32   \$25.78   \$32.43   \$34.67   \$43.57	21-1021 Child/ family/ school social workers	Bachelor's	None	None	\$25.82	\$28.69	\$32.23	\$34.37	\$43.04	
Bachelor's None None   S20.99   \$25.77   \$27.10   \$35.19   \$44.37	21-1022 Healthcare social workers	Master's	None	Intern/ resident	\$25.90	\$26.78	\$33.26	\$34.70	\$42.41	
21-1093 Social and human service assistants	21-1023 Mental health/ sub. abuse social work	Master's	None	Intern/ resident	\$21.32	\$25.78	\$32.43	\$34.67	\$43.57	
21-1094 Community health workers	21-1091 Health education specialist	Bachelor's	None	None	\$20.99	\$25.77	\$27.10	\$35.19	\$44.37	
Secondary Special education teachers, preschool I/ Bachelor's None None \$20.89 \$21.17 \$22.19 \$27.64 \$27.75 \$25-2052 Special ed. teachers, kindergarten/elem. I/ Bachelor's None None \$26.90 \$33.86 \$35.59 \$44.31 \$54.77 \$25-2057 Special ed. teachers, middle school I/ Bachelor's None None \$26.81 \$33.89 \$42.15 \$45.20 \$55.32 \$25-2058 Special ed. teachers, secondary school I/ Bachelor's None None \$26.81 \$33.89 \$42.15 \$45.20 \$55.32 \$25-2058 Special ed. teachers, secondary school I/ Bachelor's None None \$26.81 \$33.89 \$42.15 \$45.20 \$55.32 \$25-2058 Special ed. teachers, secondary school I/ Bachelor's None None \$26.83 \$33.53 \$35.84 \$49.97 \$55.05 \$25-9045 Teaching assts., except postsecondary I/ 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/ \$29-1213 Psychiatrist 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 \$29-2051 Lic. practical and lic. vocational nurses Postsec. award None None \$20.22 \$25.46 \$26.16 \$32.12 \$33.58 \$31-1131 Nursing assistants Postsec. award None None \$15.89 \$16.18 \$19.69 \$20.29 \$21.16 \$31-133 Psychiatric aides High School None Short-term OTJ \$15.41 \$16.50 \$20.40 \$23.06 \$26.15 \$31-1902 Pirst-line supervisors of pers. svc. workers Not pub. Not pub. Not pub. \$16.40 \$19.94 \$20.90 \$24.86 \$26.33 \$39-9032 Recreation workers High School None Short-term OTJ \$14.21 \$15.70 \$16.30 \$20.42 \$25.43	21-1093 Social and human service assistants	High School	None	Short-term OTJ	\$16.63	\$19.98	\$20.82	\$24.58	\$26.30	
25-2052 Special ed. teachers, kindergarten/ elem. 1/ Bachelor's None None   \$26.90 \$33.86 \$35.59 \$44.31 \$54.77	21-1094 Community health workers	High School	None	Short-term OTJ	\$20.15	\$21.15	\$26.25	\$32.18	\$34.94	
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/     29-1212   Psychiatrist   Doctoral/ prof.   None   Intern/ resident   \$66.71   \$106.77   1/   1/   1/     29-2037   Psychiatrist   Echnicians   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   Short-term OTJ   \$15.51   \$15.83   \$16.22   \$19.57   \$20.48     31-1131   Nursing assistants   Postsec. award   None   None   Short-term OTJ   \$16.44   \$16.56   \$20.40   \$23.06   \$26.15     31-1032   Prist-line supervisors of pers. svc. workers   Not pub.   Not pub.   Not pub.   Short-term OTJ   \$14.21   \$15.70   \$16.30   \$20.42   \$25.43     39-9032   Recreation workers   High School   None   Short-term OTJ   \$14.21   \$15.70   \$16.30   \$20.42   \$25.43     39-9032   Recreation workers   High School   None   Short-term OTJ   \$14.21   \$15.70   \$16.30   \$20.42   \$25.43     39-9032   Recreation workers   High School   None   Short-term OTJ   \$14.21   \$15.70   \$16.30   \$20.42   \$25.43     39-9032   Recreation workers   High School   None   Short-term OTJ   \$14.21   \$15.70   \$16.30   \$20.42   \$2	25-2051 Special education teachers, preschool 1/	Bachelor's	None	None	\$20.89	\$21.17	\$22.19	\$27.64	\$27.75	
Bachelor's None None   \$26.83   \$33.53   \$35.84   \$49.97   \$55.05	25-2052 Special ed. teachers, kindergarten/ elem. 1/	Bachelor's	None	None	\$26.90	\$33.86	\$35.59	\$44.31	\$54.77	
Some college   None   None   S20.46   S20.73   S25.91   S27.02   S32.95	25-2057 Special ed. teachers, middle school 1/	Bachelor's	None	None	\$26.81	\$33.89	\$42.15	\$45.20	\$55.32	
29-1051 Pharmacists   Doctoral/ prof.   None   None   S53.68   \$66.34   \$70.28   \$83.27   \$89.21	25-2058 Special ed. teachers, secondary school 1/	Bachelor's	None	None	\$26.83	\$33.53	\$35.84	\$49.97	\$55.05	
None   None   S53.85   S55.52   S66.34   S71.04   S88.08	25-9045 Teaching assts., except postsecondary 1/	Some college	None	None	\$20.46	\$20.73	\$25.91	\$27.02	\$32.95	
Bachelor's   None   None   \$32.58   \$33.50   \$40.98   \$42.96   \$53.94	29-1051 Pharmacists	Doctoral/ prof.	None	None	\$53.68	\$66.34	\$70.28	\$83.27	\$89.21	
29-1215   Family medicine physicians   Doctoral/ prof.   None   Intern/ resident   \$56.20   \$84.34   \$110.42   1/   1/	29-1071 Physician assistants	Master's	None	None	\$53.85	\$55.52	\$66.34	\$71.04	\$88.08	
Doctoral/ prof.   None   Intern/ resident   \$56.20   \$84.34   \$110.42   1/   1/	29-1141 Registered nurses	Bachelor's	None	None	\$32.58	\$33.50	\$40.98	\$42.96	\$53.94	
29-1216 General internal medicine physicians   Doctoral/ prof.   None   Intern/ resident   \$66.71   \$106.77   1/	29-1171 Nurse practitioners	Master's	None	None	\$52.44	\$54.74	\$65.29	\$70.28	\$73.81	
Doctoral/ prof.   None   Intern/ resident   \$95.44   1/   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	29-1215 Family medicine physicians	Doctoral/ prof.	None	Intern/ resident	\$56.20	\$84.34	\$110.42	1/	1/	
Postsec. award   Under 5 yrs.   Short-term OTJ   \$15.94   \$15.99   \$16.05   \$20.11   \$21.29	29-1216 General internal medicine physicians	Doctoral/ prof.	None	Intern/ resident	\$66.71	\$106.77	1/	1/	1/	
29-2061 Lic. practical and lic. vocational nurses  Postsec. award None None Short-term OTJ S15.51 S15.83 S16.22 S19.57 S20.48 S1-1120 Home health and personal care aides High School None None None Short-term OTJ S15.51 S15.83 S16.22 S19.57 S20.48 S1-1131 Nursing assistants Postsec. award None None Short-term OTJ S16.44 S16.56 S20.40 S23.06 S26.15 S1-9092 Medical assistants Postsec. award None None None Short-term OTJ S16.44 S16.56 S20.40 S20.67 S24.73 S26.16 S19-1022 First-line supervisors of pers. svc. workers Not pub. Not pub. Not pub. Short-term OTJ S16.40 S19.94 S20.90 S20.42 S25.43 S26.15 S20.40 S20	29-1223 Psychiatrist	Doctoral/ prof.	None	Intern/ resident	\$95.44	1/	1/	1/	1/	
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	29-2053 Psychiatric technicians	Postsec. award	Under 5 yrs.	Short-term OTJ	\$15.94	\$15.99	\$16.05	\$20.11	\$21.29	
None   Signature	29-2061 Lic. practical and lic. vocational nurses	Postsec. award	None	None	\$20.22	\$25.46	\$26.16	\$32.12	\$33.58	
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	31-1120 Home health and personal care aides	High School	None	Short-term OTJ	\$15.51	\$15.83	\$16.22	\$19.57	\$20.48	
31-9092 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	31-1131 Nursing assistants	Postsec. award	None	None	\$15.89	\$16.18	\$19.69	\$20.29	\$21.16	
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	31-1133 Psychiatric aides	High School	None	Short-term OTJ	\$16.44	\$16.56	\$20.40	\$23.06	\$26.15	
39-9032 Recreation workers High School None Short-term OTJ \$14.21 \$15.70 \$16.30 \$20.42 \$25.43	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	
39-9041 Residential advisors High School None Short-term OTJ \$13.88 \$16.21 \$17.21 \$25.04 \$33.74	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).

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

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

	_	Develop	ment of J	ov Kequ	ii ements	(Using I	JES JUD (	coues) b	y Sei vice	
	Targeted Case Management	Community Integration (MHRT/C)	Behavioral Health Home - Child (Home Health Coordinator)	Behavioral Health Home - Child (Clinical Team Leader)	Behavioral Health Home - Child (Nrse Care Manager)	Behavioral Health Home - Child (Peer Support)	Behavioral Health Home - Child (Psychiatric Consultant)	Behavioral Health Home - Child (Medical Consultant)	Behavioral Health Home HFW - Child (Home Health Coordinator)	Behavioral Health Home HFW - Child (Clinical Team Leader)
BLS Code and Title										1
11-9151 Social and community service managers										
19-3033 Clinical and counseling psychologists				25%						25%
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	50%		50%						50%	
21-1022 Healthcare social workers				25%						25%
21-1023 Mental health/ sub. abuse social work										
21-1091 Health education specialist	50%		50%						50%	
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				25%						25%
29-1141 Registered nurses				25%	100%					25%
29-1171 Nurse practitioners										
29-1215 Family medicine physicians								100%		
29-1216 General internal medicine physicians										
29-1223 Psychiatrist							100%			
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%				
31-9092 Medical assistants										
39-1022 First-line supervisors of pers. svc. workers										
39-9032 Recreation workers										
39-9041 Residential advisors										
1	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
					, , ,					

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

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

	Behavioral Health Home HFW - Child (Nurse Care Manager)	Behavioral Health Home HFW - Child (Peer Support)	Behavioral Health Home HFW - Child (Psychiatric Consultant)	Behavioral Health Home HFW - Child (Medical Consultant)	Behavioral Health Home - Adult (Home Health Coordinator)	Behavioral Health Home - Adult (Clinical Team Leader)	Behavioral Health Home - Adult (Nurse Care Manager)	Behavioral Health Home - Adult (Peer Support)	Behavioral Health Home - Adult (Psychiatric Consultant)	Behavioral Health Home - Adult (Medical Consultant)
BLS Code and Title										
11-9151 Social and community service managers										
19-3033 Clinical and counseling psychologists						25%				
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						25%				
21-1023 Mental health/ sub. abuse social work										
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						25%				
29-1141 Registered nurses	100%					25%	100%			
29-1171 Nurse practitioners										
29-1215 Family medicine physicians				100%						100%
29-1216 General internal medicine physicians										
29-1223 Psychiatrist			100%						100%	
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										
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	10070	100/0	100/0	100/0	100/0	100/0	100/0	100/0	100/0	100/0

#### 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** Rate Model Assumptions (Using Adjusted BLS Wage Data and Job Requirement Assumptions)

	Targeted Case Management	Community Integration (MHRT/C)	Behavioral Health Home - Child (Home Health Coordinator)	Behavioral Health Home - Child (Clinical Team Leader)	Behavioral Health Home - Child (Nurse Care Manager)	Behavioral Health Home - Child (Peer Support)	Behavioral Health Home - Child (Psychiatric Consultant)	Behavioral Health Home - Child (Medical Consultant)	Behavioral Health Home HFW - Child (Home Health Coordinator)	Behavioral Health Home HFW - Child (Clinical Team Leader)	Behavioral Health Home HFW - Child (Nurse Care Manager)	Behavioral Health Home HFW - Child (Peer Support)
Rate Model ¹												
10th %ile	\$23.41	\$16.85	\$23.41	\$35.87	\$32.58	\$16.44	\$95.44	\$56.20	\$23.41	\$35.87	\$32.58	\$16.44
25th %ile	\$27.23	\$24.56	\$27.23	\$37.71	\$33.50	\$16.56		\$84.34	\$27.23	\$37.71	\$33.50	\$16.56
50th %ile	\$29.66	\$26.74	\$29.66	\$45.48	\$40.98	\$20.40		\$110.42	\$29.66	\$45.48	\$40.98	\$20.40
75th %ile	\$34.78	\$35.71	\$34.78	\$51.62	\$42.96	\$23.06			\$34.78	\$51.62	\$42.96	\$23.06
90th %ile	\$43.70	\$54.64	\$43.70	\$67.83	\$53.94	\$26.15			\$43.70	\$67.83	\$53.94	\$26.15

¹Rate model wage assumptions are bolded, and have been set at the BLS-reported median (50th percentile) hourly wage adjusted for wage growthbased 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

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

## Appendix A: Wage Assumptions Rate Model Assumptions (Using Adjusted BLS Wage Data and Job Reqmnt. Assump.)

Behavioral Health Home HFW - Child (Psychiatric Consultant)
Behavioral Health Home HFW - Child (Medical Consultant)
Behavioral Health Home - Adult (Home Health Coordinator)
Behavioral Health Home - Adult (Clinical Team Leader)
Behavioral Health Home - Adult (Nurse Care Manager)
Behavioral Health Home - Adult (Peer Support)
Behavioral Health Home - Adult (Psychiatric Consultant)
Behavioral Health Home - Adult (Medical Consultant)

#### Rate Model¹

itate model								
10th %ile	\$95.44	\$56.20	\$16.85	\$35.87	\$32.58	\$16.44	\$95.44	\$56.20
25th %ile		\$84.34	\$24.56	\$37.71	\$33.50	\$16.56		\$84.34
50th %ile		\$110.42	\$26.74	\$45.48	\$40.98	\$20.40		\$110.42
75th %ile			\$35.71	\$51.62	\$42.96	\$23.06		
90th %ile			\$54.64	\$67.83	\$53.94	\$26.15		

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

	% of Employees with Access			% of Employees Who <i>Receive</i> ('Participation')			Benefit Level for Participating Employees			Effective Benefit Level (Accounts for Participation)		
	BLS Rate Model		BLS		Model	BLS Rate Model			<b>(</b> `		Model	
	Data ¹	Prof.	Para- prof.	Data ¹	Prof.	Para- prof.	Data ¹	Prof.	Para- prof.	Data ¹	Prof.	Para- prof.
Mandatory Benefit	s											
FICA ²											7.65%	7.65%
Federal UI ³											0.60%	0.60%
State UI ⁴											2.45%	2.45%
Workers' Comp.											3.00%	3.00%
Paid Time Off ⁵												
Holidays	80%	100%	100%	80%	100%	100%	8.0	10.0	10.0	6.4	10.0	10.0
Vacation Leave	76%	1000/	1000/	76%	1000/	1000/	10.0	20.0	15.0	7.6	20.0	15.0
Sick Leave	85%	100%	100%	85%	100%	100%	6.0	20.0	15.0	5.1	20.0	15.0
Total							24.0	30.0	25.0	19.1	30.0	25.0
Health Insurance ⁶												
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			
Total	71%	100%	100%	47%	75.0%	75.0%					\$591.34	\$591.34
Other Benefits ⁷												
		100%	100%		100%	100%		\$200.00	\$200.00		\$200.00	\$200.00

#### Notes

¹BLS' 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.

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 0.14 percent for the Unemployment Program Administrative Fund assessment) in 2022; tax applies to first \$12,000 in wages

⁵BLS 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)

⁶In 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).

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

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

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

Hourly Wage	Annual Salary	Effec College Grad	tive Benefit Rate - d and Greater	Model Assumptions ^{1,2} 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%	
		37.4%	25.9%		111111	
\$31	\$64,480		******	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	\$239,200	26.1%	14.6%	24.2%	14.6%	
\$120	\$249,000	25.9%	14.4%	24.0%	14.0%	
\$123	\$270,400	25.8%	14.4%	23.9%	14.4%	

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

²Benefit 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.

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

#### **Appendix C: Productivity Assumptions**

Appendix C. 1 roductivity Assump	Appendix C: Productivity Assumptions							
	Targeted Case Management	Community Integration						
'Typical Workweek' Without Training and PTO								
Direct services	27.50	27.50						
Coordination and collateral contacts (non-billable)	-	-						
Participating in assessments and planning meetings	-	-						
Travel time (between members)	4.50	4.50						
Transporting members	-	-						
Program set-up/ clean-up	-	-						
Missed appointments	1.50	2.50						
Recordkeeping and reporting	5.00	4.00						
Employer and one-on-one supervision time	1.50	1.50						
Total	40.00	40.00						
Annual Hours for Training and PTO								
Training	50	50						
Paid Time Off	240	240						
Avg. Workweek Adjusted for Training and PTO								
Direct services	23.67	23.67						
Coordination and collateral contacts (non-billable)	-	-						
Participating in assessments and planning meetings	-	-						
Travel time (between members)	3.87	3.87						
Transporting members	-	-						
Program set-up/ clean-up	-	-						
Missed appointments	1.29	2.15						
Recordkeeping and reporting	4.30	3.44						
Employer and one-on-one supervision time	1.29	1.29						
Training	0.96	0.96						
Paid time off	4.62	4.62						
Total	40.00	40.00						