

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

Service	Unit	Current	Draft Rates	Comments
Section 13				
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	
Case Manager Wages and Benefits	- Case Manager Hourly Wage	\$29.66	
	- Benefit Rate (as a percent of wages)	26.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.55	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Members)	3.87	
	- Missed Appointments	1.29	
	- Recordkeeping and Reporting	4.30	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid time off	4.62	
	"Billable" Hours	23.67	
	Productivity Adjustment	1.69	
	Staff Cost After Productivity Adj. per Billable Hour	\$63.46	
Case Mgr. Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	Mileage Cost per Billable Hour	\$3.96	
Case Mgr. Office Space	- Square Feet of Office Space	100	
	- Annual Cost per Square Foot	\$16.00	
	Annual Cost of Office Space	\$1,600.00	
	Office Space Cost per Billable Hour	\$1.30	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Program Support	\$68.72	
	- Program Support Rate	15.0%	
	Program Support Cost per Billable Hour	\$14.73	
	- Administrative Rate	15.0%	
	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 Wages and Benefits	- MHRT/C 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)	3.87	
	- Missed Appointments	2.15	
	- Recordkeeping and Reporting	3.44	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid time off	4.62	
	"Billable" Hours	23.67	
	Productivity Adjustment	1.69	
	Staff Cost After Productivity Adj. per Billable Hour	\$57.98	
MHRT/C Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	Mileage Cost per Billable Hour	\$3.96	
MHRT/C Office Space	- Square Feet of Office Space	100	
	- Annual Cost per Square Foot	\$16.00	
	Annual Cost of Office Space	\$1,600.00	
	Office Space Cost per Billable Hour	\$1.30	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Program Support	\$63.24	
	- Program Support Rate	15.0%	
	Program Support Cost per Billable Hour	\$13.55	
	- Administrative Rate	15.0%	
	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	\$26.74
	- Benefit Rate (as a percent of wages)	28.3%
	Annual Cost of Wages and Benefits	\$71,359.43
	Monthly Cost of Wages and Benefits	\$5,946.62
	Monthly On-Call Cost	\$216.67
	Number of Cases per Health Home Coordinator	25.0
	Monthly Health Home Coordinator Cost per Case	\$246.53
Clinical Team Leader	- Clinical Team Leader Hourly Wage	\$45.48
	- Benefit Rate (as a percent of wages)	21.0%
	Annual Cost of Wages and Benefits	\$114,464.06
	Monthly Cost of Wages and Benefits	\$9,538.67
	- Number of Health Home Coordinators per Clinical Team Leader	8.0
	Implied Number of Cases per Clinical Team Leader	200
Monthly Clinical Team Leader Cost per Case	\$47.69	
Nurse Care Manager	- Nurse Care Manager Hourly Wage	\$40.98
	- Benefit Rate (as a percent of wages)	22.2%
	Annual Cost of Wages and Benefits	\$104,161.32
	Monthly Cost of Wages and Benefits	\$8,680.11
	Number of Cases per Nurse Care Manager	300
Monthly Nurse Care Manager Cost per Case	\$28.93	
Peer Support Specialist	- Peer Support Specialist Hourly Wage	\$20.40
	- Benefit Rate (as a percent of wages)	33.8%
	Annual Cost of Wages and Benefits	\$56,774.02
	Monthly Cost of Wages and Benefits	\$4,731.17
	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	\$177.06
	- Benefit Rate (as a percent of wages)	10.0%
	Hourly Cost of Wages and Benefits	\$194.77
	Annual Psychiatric Consultant Hours per 200 Cases	100
	Annual Psychiatric Consultant Cost per Case	\$97.39
Monthly Psychiatric Consultant Cost per Case	\$8.12	
Medical Consultant	- Medical Consultant Hourly Wage	\$110.42
	- Benefit Rate (as a percent of wages)	12.8%
	Hourly Cost of Wages and Benefits	\$124.55
	Annual Medical Consultant Hours per 200 Cases	100
	Annual Medical Consultant Cost per Case	\$62.28
Monthly Medical Consultant Cost per Case	\$5.19	
Admin. and Prog. Support	Monthly Cost per Case Before Administration and Program Support	\$360.12
	- Program Support Rate	15.0%
	Program Support Cost per Month	\$77.17
	- Administrative Rate	15.0%
Administrative Cost per Month	\$77.17	
	Monthly Case Rate	\$514.46

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Behavioral Health Home - Child

	Unit of Service	Month
Health Home Coordinator	- Clinical Team Leader Hourly Wage	\$29.66
	- Benefit Rate (as a percent of wages)	26.6%
	Annual Cost of Wages and Benefits	\$78,103.08
	Monthly Cost of Wages and Benefits	\$6,508.59
	Monthly On-Call Cost	\$216.67
	Number of Cases per Health Home Coordinator	25.0
	Monthly Health Home Coordinator Cost per Case	\$269.01
Clinical Team Leader	- Clinical Team Leader Hourly Wage	\$45.48
	- Benefit Rate (as a percent of wages)	21.0%
	Annual Cost of Wages and Benefits	\$114,464.06
	Monthly Cost of Wages and Benefits	\$9,538.67
	- Number of Health Home Coordinators per Clinical Team Leader	8.0
	Implied Number of Cases per Clinical Team Leader	200
Monthly Clinical Team Leader Cost per Case	\$47.69	
Nurse Care Manager	- Nurse Care Manager Hourly Wage	\$40.98
	- Benefit Rate (as a percent of wages)	22.2%
	Annual Cost of Wages and Benefits	\$104,161.32
	Monthly Cost of Wages and Benefits	\$8,680.11
	Number of Cases per Nurse Care Manager	300
Monthly Nurse Care Manager Cost per Case	\$28.93	
Family Support Specialist	- Family Support Specialist Hourly Wage	\$20.40
	- Benefit Rate (as a percent of wages)	33.8%
	Annual Cost of Wages and Benefits	\$56,774.02
	Monthly Cost of Wages and Benefits	\$4,731.17
	Number of Cases per Peer/ Family or Youth Support Specialist	200
Monthly Family Support Specialist Cost per Case	\$23.66	
Youth Support Specialist	- Youth Support Specialist Hourly Wage	\$20.40
	- Benefit Rate (as a percent of wages)	33.8%
	Annual Cost of Wages and Benefits	\$56,774.02
	Monthly Cost of Wages and Benefits	\$4,731.17
	Number of Cases per Peer/ Family or Youth Support Specialist	200
Monthly Youth Support Specialist Cost per Case	\$23.66	
Psychiatric Consultant	- Psychiatric Consultant Hourly Wage	\$177.06
	- Benefit Rate (as a percent of wages)	10.0%
	Hourly Cost of Wages and Benefits	\$194.77
	Annual Psychiatric Consultant Hours per 200 Cases	100
	Annual Psychiatric Consultant Cost per Case	\$97.39
Monthly Psychiatric Consultant Cost per Case	\$8.12	
Medical Consultant	- Medical Consultant Hourly Wage	\$110.42
	- Benefit Rate (as a percent of wages)	12.8%
	Hourly Cost of Wages and Benefits	\$124.55
	Annual Medical Consultant Hours per 200 Cases	100
	Annual Medical Consultant Cost per Case	\$62.28
Monthly Medical Consultant Cost per Case	\$5.19	
Admin. and Prog. Support	Cost per Month Before Administration	\$406.26
	- Program Support Rate	15.0%
	Program Support Cost per Month	\$87.06
	- Administrative Rate	15.0%
	Administrative Cost per Month	\$87.06
	Monthly Case Rate	\$580.38

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Behavioral Health Home - Child HFW

	Unit of Service	Month
Health Home Coordinator	- Clinical Team Leader Hourly Wage	\$29.66
	- Benefit Rate (as a percent of wages)	26.6%
	Annual Cost of Wages and Benefits	\$78,103.08
	Monthly Cost of Wages and Benefits	\$6,508.59
	Monthly On-Call Cost	\$216.67
	Number of Cases per Health Home Coordinator	10.0
	Monthly Health Home Coordinator Cost per Case	\$650.86
Clinical Team Leader	- Clinical Team Leader Hourly Wage	\$45.48
	- Benefit Rate (as a percent of wages)	21.0%
	Annual Cost of Wages and Benefits	\$114,464.06
	Monthly Cost of Wages and Benefits	\$9,538.67
	- Number of Health Home Coordinators per Clinical Team Leader	6.0
	Implied Number of Cases per Clinical Team Leader	60
Monthly Clinical Team Leader Cost per Case	\$158.98	
Nurse Care Manager	- Nurse Care Manager Hourly Wage	\$40.98
	- Benefit Rate (as a percent of wages)	22.2%
	Annual Cost of Wages and Benefits	\$104,161.32
	Monthly Cost of Wages and Benefits	\$8,680.11
	Number of Cases per Nurse Care Manager	300
Monthly Nurse Care Manager Cost per Case	\$28.93	
Family Support Specialist	- Family Support Specialist Hourly Wage	\$20.40
	- Benefit Rate (as a percent of wages)	33.8%
	Annual Cost of Wages and Benefits	\$56,774.02
	Monthly Cost of Wages and Benefits	\$4,731.17
	Number of Cases per Peer/ Family or Youth Support Specialist	20
Monthly Family Support Specialist Cost per Case	\$236.56	
Youth Support Specialist	- Youth Support Specialist Hourly Wage	\$20.40
	- Benefit Rate (as a percent of wages)	33.8%
	Annual Cost of Wages and Benefits	\$56,774.02
	Monthly Cost of Wages and Benefits	\$4,731.17
	Number of Cases per Peer/ Family or Youth Support Specialist	20
Monthly Youth Support Specialist Cost per Case	\$236.56	
Psychiatric Consultant	- Psychiatric Consultant Hourly Wage	\$177.06
	- Benefit Rate (as a percent of wages)	10.0%
	Hourly Cost of Wages and Benefits	\$194.77
	Annual Psychiatric Consultant Hours per 200 Cases	100
	Annual Psychiatric Consultant Cost per Case	\$97.39
Monthly Psychiatric Consultant Cost per Case	\$8.12	
Medical Consultant	- Medical Consultant Hourly Wage	\$110.42
	- Benefit Rate (as a percent of wages)	14.9%
	Hourly Cost of Wages and Benefits	\$126.87
	Annual Medical Consultant Hours per 200 Cases	100
	Annual Medical Consultant Cost per Case	\$63.44
Monthly Medical Consultant Cost per Case	\$5.29	
Admin. and Prog. Support	Cost per Month Before Administration	\$1,325.30
	- Program Support Rate	15.0%
	Program Support Cost per Month	\$249.24
	- Administrative Rate	N/A
Administrative Cost per Month (fixed at standard BHH amount)	\$87.06	
Monthly Case Rate	\$1,425.04	

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Appendices to Draft Rate Models

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Appendix A: Wage Assumptions

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

BLS Code and Title	Typical Education Requirement	Typical Work Experience	Typical On-The-Job Training To Attain Competency	Bureau of Labor Statistics Wages (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).

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**Appendix A: Wage Assumptions
Wage Inflation Factor Determination**

Adjustment for Wage Inflation¹

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>

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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).

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

BLS Code and Title	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)
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										
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

BLS Code and Title	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)
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%

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**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)
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Rate Model¹

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 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 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)
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Rate Model¹

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 Receive ('Participation')			Benefit Level for Participating Employees			Effective Benefit Level (Accounts for Participation)		
BLS Data ¹	Rate Model Prof.	Rate Model Para-prof.	BLS Data ¹	Rate Model Prof.	Rate Model Para-prof.	BLS Data ¹	Rate Model Prof.	Rate Model Para-prof.	BLS Data ¹	Rate Model Prof.	Rate Model Para-prof.

Mandatory Benefits

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 Off⁵

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		
Total							24.0	30.0	25.0	19.1	30.0	25.0

Health Insurance⁶

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 Benefits⁷

		100%	100%		100%	100%		\$200.00	\$200.00		\$200.00	\$200.00
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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

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Appendix B: Benefits Assumptions

Benefit Rates by Wage Level

Hourly Wage	Annual Salary	Effective Benefit Rate - Model Assumptions ^{1,2}			
		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%

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.

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Appendix C: Productivity Assumptions

	Targeted Case Management	Community Integration
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'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