

Provider Rate Study for Adult Family Care Homes
MaineCare Section 2

Provider Survey Analysis

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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Wages for Direct Care Workers

Respondents	All Employees						Excluding Supervisors						
	Reported Hours	Average w/ otl.	Average w/o otl.	Median	Wghtd w/ otl.	Wghtd w/o otl.	Reported Hours	Average w/ otl.	Average w/o otl.	Median	Wghtd w/ otl.	Wghtd w/o otl.	
Direct Support Worker	3	29,799	\$14.92	\$14.92	\$15.00	\$15.48	\$15.48	29,799	\$14.92	\$14.92	\$15.00	\$15.48	\$15.48
Cert. Residential Med. Aides	3	17,147	\$16.92	\$16.92	\$15.96	\$17.08	\$17.08	13,195	\$16.33	\$16.33	\$15.96	\$16.07	\$16.07

¹Weighted averages are weighted by reported direct care worker hours.

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Annual Turnover Rate for Direct Care Workers

	Respond- ents	Average	Average	Median	Wghtd	Wghtd
		w/ otl.	w/o otl.		Avg. ¹ w/ otl.	Avg. ¹ w/o otl.
Direct Support Worker	2	23%	23%	23%	15%	15%
Cert. Residential Med. Aides	2	40%	40%	40%	15%	15%

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Annual Training Hours for Direct Care Workers

Respondents	Training Hours in the First Year					Training Hours after the First Year					Est. Annual Training Hours Based on						
	Avg.	Avg.	Media	Wghtd	Wghtd	Respondents	Avg.	Avg.	Media	Wghtd	Wghtd	Avg.	Avg.	Media	Wghtd	Wghtd	
	w/ otl.	w/o otl.	n	Avg. ¹	Avg. ¹		w/ otl.	w/o otl.	n	Avg. ¹	Avg. ¹	w/ otl.	w/o otl.	n	Avg. ¹	Avg. ¹	
Direct Support Worker	3	50	50	40	87	87	3	28	28	24	25	25	31	31	26	34	34
Cert. Residential Med. Aides	3	32	32	40	31	31	3	16	16	20	15	15	18	18	23	18	18

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Benefits for Direct Care Workers

	Full-Time	Part-Time
# of Responding Providers	5	4
# of Reported Staff	30	14

Benefit	Access to Benefit				Eligibility among Agencies that Offer Benefit										Benefit Level Among Staff Receiving Benefit ²					Effective Benefit Level ³
	Responding Agencies	# of Agencies that Offer	% of Agencies that Offer	% of Staff who Have Access	% of Staff Eligible					% of Staff Participating					Average (Mean) with Outliers	Average (Mean) without Outliers	Median	Weighted Average with Outliers	Weighted Average without Outliers	
					Average (Mean) with Outliers	Average (Mean) without Outliers	Median	Weighted Average with Outliers	Weighted Average without Outliers	Average (Mean) with Outliers	Average (Mean) without Outliers	Median	Weighted Average with Outliers	Weighted Average without Outliers						

Full-Time

Holidays	5	3	60%	80%	100%	100%	100%	100%	100%						6.0	6.0	5.0	5.8	5.8	4.7
Paid Time Off	5	3	60%	80%	60%	60%	67%	65%	65%						8.3	8.3	7.0	11.1	11.1	5.8
Health Insurance	5	2	40%	73%	40%	40%	40%	55%	55%	17%	17%	17%	19%	19%	\$2,269	\$2,269	\$2,269	\$1,651	\$1,651	\$227
Retirements	5	0	0%	0%																
Other Benefits	5	0	0%	0%																

Part-Time

Holidays	3	2	67%	56%	100%	100%	100%	100%	100%						2.0	2.0	2.0	2.0	2.0	1.1
Paid Time Off	2	1	50%	63%	100%	100%	100%	100%	100%											
Health Insurance	1	0	0%	0%																
Retirements	0	0																		
Other Benefits	0	0																		

Worker's Compensation (amount per \$100 wages)															\$3.29	\$3.29	\$3.29	\$3.25	\$3.25	
State Unemployment Insurance Tax Rate															1.17%	1.17%	1.17%	0.93%	0.93%	

¹Weighted averages are weighted using total hours calculated from Fiscal Year 2022 survey data

²Holidays and paid time off are annual amounts; health insurance and other benefits are monthly amounts

³Effective benefit level is calculated by multiplying weighted average benefit level without outliers by "% of Staff who Have Access" and "% of Staff Participating"(weighted average without outliers)

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Adult Family Care Homes Staff Productivity

Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/ Outliers
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Provider Response and Overnight Shift/ Pay Policies

Responding Providers	5	
Proportion permitting overnight staff to sleep during shifts	60%	
Of the providers permitting overnight staff to sleep during shifts, proportion that treat overnight hours as 'regular' work hours	33%	

Staffing Pattern (scaled to a 40-hour workweek)

Providing Adult Family Care Home services	36.8	38.7	40.0	37.8	38.6
Providing other billable services	0.0	0.0	0.0	0.0	0.0
Participating in care plan meetings	0.9	0.9	0.0	0.9	1.0
Employer time	0.4	0.4	0.0	0.4	0.4
Other Total	1.9	0.0	0.0	0.8	0.0
Total	40.0	40.0	40.0	40.0	40.0

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Adult Family Care Homes - Home Details

Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/ Outliers
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Provider Caseload and General Home Details

Responding Providers	5					
Number of homes for which details were reported	5					
Individuals served by reported homes by classification group (total served at right):	<u>36</u>					
No reported level	1					
Level 1	14					
Level 2	2					
Level 3	5					
Level 4	3					
Level 5	1					
Level 6	3					
Level 7	4					
Level 8	3					
Average years since home placement		2	2	2	3	2
Proportion of homes receiving a Remote Island support	20%					
Occupancy rate during the reported year		88%	88%	88%	87%	87%
Days residents are absent per year		4	4	4	4	4
Residents per bedroom		2	2	2	2	2
<u>Home costs per resident</u>						
Home Mortgage/Rent		\$4,344	\$4,344	\$4,180	\$4,600	\$4,600
Home Maintenance and Repair		\$1,097	\$1,097	\$758	\$1,149	\$1,149
Utility Costs (e.g. electric, gas, water)		\$1,378	\$1,378	\$1,089	\$1,455	\$1,455
Telecommunication Costs (e.g. telephone, internet, cable)		\$639	\$639	\$464	\$702	\$702
Taxes and Insurance (e.g. homeowners, property, liability)		\$1,215	\$1,215	\$1,251	\$1,119	\$1,119
<u>Other resident costs</u>						
Food per resident per year		\$4,035	\$4,035	\$2,817	\$3,973	\$3,973
Personal needs expense per resident per year		\$581	\$581	\$592	\$595	\$595

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Adult Family Care Homes - Home Details

Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/ Outliers
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Details by Home Size

6 Bedroom Homes - number of homes reported:		3				
<u>Weekly Staffing</u>						
Direct care workers - awake hours per week			131	131	126	123
Direct care workers - asleep hours per week			37	37	42	45
Total direct care work hours per week			168	168	168	168
<u>Additional support weekly support hours</u>						
RN hours per week	2		0.6	0.6	0.6	0.8
Other staff hours per week	1		72	72	72	72
<u>Home size and home costs</u>						
Square footage of homes			3,201	3,201	3,000	2,977
Square footage per resident			534	534	500	496
Total cost per square foot			\$0.43	\$0.43	\$0.41	\$0.46
Annual cost per resident			\$219	\$219	\$178	\$223

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Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/ Outliers
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Details by Home Size (cont.)

8 Bedroom Homes - number of homes reported:		2				
Number of bedrooms per home		6	6	6	6	6
Residents per bedroom		2	2	2	1	1
<u>Weekly Staffing</u>						
Direct care workers - awake hours per week		216	216	216	219	219
Direct care workers - asleep hours per week		28	28	28	27	27
Total direct care work hours per week		244	244	244	246	246
Additional support weekly support hours						
RN hours per week	2	3.5	3.5	3.5	3.5	3.5
<u>Home size and home costs</u>						
Square footage of homes		3,646	3,646	3,646	3,686	3,686
Square footage per resident		456	456	456	461	461
Total cost per square foot*		\$0.32	\$0.32	\$0.32	\$0.31	\$0.31
Annual cost per resident		\$120	\$120	\$120	\$120	\$120
<u>Other resident costs</u>						
Food per resident per year		\$3,474	\$3,474	\$3,474	\$3,509	\$3,509
Personal needs expense per resident per year		\$671	\$671	\$671	\$669	\$669

Vehicles

Vehicles per home		1.3	1.3	1.0	1.2	1.2
Purchase cost		\$38,000	\$38,000	\$38,000	\$38,633	\$38,633
Annual lease cost		\$6,960	\$6,960	\$6,960	\$6,956	\$6,956
Annual mileage for vehicles		15,695	15,695	16,000	15,365	15,365

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Administration and Program Support Costs

Admin. (All Respondents)	Prog. Support (All Respondents)
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Summary

Count of Providers	3	3
Median Rate	25.4%	21.3%
Weighted Average Rate	29.5%	17.9%

Program Revenues	\$567,966	\$567,966
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Detail by Expenditure Category

Salaries	\$127,217	\$30,028
Payroll Taxes and Benefits	\$12,029	\$2,433
Subtotal - Staffing Costs	\$139,246	\$32,461
Benefits Rate	9.5%	8.1%

Other Operating Costs

Other facility rent/mortgage/depreciation	\$0	\$0
Other facility maintenance/janitorial/landscaping	\$0	\$1,375
Other facility utilities/telecommunications/etc.	\$2,400	\$0
Office equipment and furniture	\$725	\$8,553
Interest expense (non-mortgage and non-vehicle)	\$1,512	\$0
Taxes	\$1,751	\$0
Licensing/Certification/Accreditation Fees	\$85	\$866
Hiring expenses (e.g., advertising; exclude staff costs)	\$385	\$2,368
All general insurance (exclude vehicle insurance and staff benefits)	\$2,628	\$23,654
Information technology expense (e.g. computers, software, and access fees)	\$3,651	\$1,292
Office supplies	\$2,578	\$5,389
Program supplies	\$702	\$16,376
Advertising	\$506	\$1,211
Dues and Subscriptions	\$955	\$425
Training Expense (e.g., fees and materials; exclude staff costs)	\$365	\$365
Administrative consulting - legal/accounting/etc.	\$5,032	\$0
Agency owned/leased vehicle expenses	\$5,070	\$7,510
Reimbursement for use of staff personal vehicles	\$0	\$0
Other travel expenses (e.g. airfare, lodging, per diem, etc.)	\$0	\$0
Allocated Corporate Office Overhead	\$0	\$0
Other	\$0	\$0
Subtotal - Other Operating Costs	\$28,345	\$69,384
Grand Total	\$167,590	\$101,845