

Rate Study for Crisis Services

Draft Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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November 22, 2022

**Maine Department of Health and Human Services
Review of Crisis Services Rates - Draft Rate Models**

Crisis Residential

	Unit of Service	Day	
MHRT I Wages and Benefits	- MHRT I Hourly Wage	\$20.40	
	- Benefit Rate (as a percent of wages)	33.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.30	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Employer and One-on-One Supervision Time	1.32	
	- Training	0.96	
	- Paid Time Off	3.85	
	"Billable" Hours	33.87	
	Productivity Adjustment	1.18	
	Staff Cost per Direct Service Hour	\$32.21	
	<i>Weekly Staffing</i>		
	- Staff Hours per Bed During Daytime Hours (1:2 for 16 hours)	56.00	
	- Staff Hours per Bed During Overnight Hours (1:3 for 8 hours)	18.67	
	Weekly MHRT I Staff Hours per Bed	74.67	
	Weekly MHRT I Staff Cost per Bed	\$2,405.12	
Clinical Staff Wages and Benefits	<i>Clinical Support and Supervision</i>		
	- Hourly Wage	\$32.43	
	- Benefit Rate (as a percent of wages)	25.2%	
	Weekly Cost of Wages and Benefits per Clinician	\$1,624.09	
	- Number of Beds per Clinician	6.0	
	Weekly Cost of Wages and Benefits per Bed	\$270.68	
	<i>On-Call Psychiatric Support</i>		
- Annual Psychiatrist On-Call Cost per Bed	\$1,500.00		
Weekly Cost of Psychiatrist per Bed	\$28.85		
	Weekly Clinical Staff Cost per Bed	\$299.53	
Mileage	- Amount per Mile	\$0.625	
	- Allocated Weekly Miles per Bed	50	
	Weekly Mileage Cost per Bed	\$31.25	
Admin. and Prog. Support	Weekly Cost per Bed Before Admin. And Support	\$2,735.90	
	- Program Support Rate	15.0%	
	Program Support Cost per Bed per Week	\$586.26	
	- Administrative Rate	15.0%	
	Administrative Cost per Bed per Week	\$586.26	
	Total Weekly Cost per Bed	\$3,908.42	
	- Average Occupancy (percentage of days bed is occupied)	82.5%	
	Rate per Member per Day	\$676.78	

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Appendices of Supporting Documentation for
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
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
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**

MHRT - Residential	Clinical Support and Supervision - Residential
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BLS Code and Title		
11-9151	Social and community service managers	
19-3033	Clinical and counseling psychologists	
19-3034	School psychologist	
21-1012	Educational/ voc./ school counselors	
21-1015	Rehabilitation counselors	
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.	
21-1021	Child/ family/ school social workers	
21-1022	Healthcare social workers	
21-1023	Mental health/ sub. abuse social work	100%
21-1091	Health education specialist	
21-1093	Social and human service assistants	
21-1094	Community health workers	
29-1051	Pharmacists	
29-1071	Physician assistants	
29-1141	Registered nurses	
29-1171	Nurse practitioners	
29-1215	Family medicine physicians	
29-1216	General internal medicine physicians	
29-1223	Psychiatrist	
29-2053	Psychiatric technicians	
29-2061	Lic. practical and lic. vocational nurses	
31-1120	Home health and personal care aides	
31-1131	Nursing assistants	
31-1133	Psychiatric aides	100%
31-9092	Medical assistants	
39-1022	First-line supervisors of pers. svc. workers	
39-9032	Recreation workers	
39-9041	Residential advisors	
100%		100%

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**Appendix A: Wage Assumptions
Rate Model**

MHRT - Residential	Clinical Support and Supervision - Residential
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Rate Model¹

10th %ile	\$16.44	\$21.32
25th %ile	\$16.56	\$25.78
50th %ile	\$20.40	\$32.43
75th %ile	\$23.06	\$34.67
90th %ile	\$26.15	\$43.57

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:

- 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 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)		
BLS Data ¹	Rate Model Prof.	Para-prof.	BLS Data ¹	Rate Model Prof.	Para-prof.	BLS Data ¹	Rate Model Prof.	Para-prof.	BLS Data ¹	Rate Model Prof.	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

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

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

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

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Appendix C: Productivity Assumptions

	Crisis Residential
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Typical Workweek' Without Training and PTO

Direct services	37.00
Coordination and collateral contacts (non-billable)	-
Participating in assessments and planning meetings	-
Travel time (between members)	-
Recordkeeping and reporting	-
Employer and one-on-one supervision time	1.50
Other activities	1.50
Total	40.00

Annual Hours for Training and PTO

Training	50
Paid Time Off	200

Avg. Workweek Adjusted for Training and PTO

Direct services	32.55
Coordination and collateral contacts (non-billable)	-
Participating in assessments and planning meetings	-
Travel time (between members)	-
Recordkeeping and reporting	-
Employer and one-on-one supervision time	1.32
Other activities	1.32
Training	0.96
Paid time off	3.85
Total	40.00