

Rate Study for Behavioral Health and Targeted Case Management Services

Final Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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Comparison of Current and Final Rates

Service	Unit	Current Rate	Final Rate	Comments
Section 13				
Targeted Case Management	15 min.	\$23.03	\$24.55	
Section 17				
Community Integration	15 min.	\$22.33	\$24.74	
Community Rehabilitation Services	Day	\$79.63	\$114.68	
Skills Development, One-to-One	15 min.	\$13.05	\$22.23	
Skills Development, Group	15 min.	\$3.26	\$7.49	
Daily Living Support Services	15 min.	\$8.32	\$17.76	
Day Support Services	Hour	\$16.07	\$23.78	
Assertive Community Treatment	Week	-	\$493.06	Current daily rates are 'by report'
Section 28				
Children's Rehab. and Community Support	Home and Community, One-to-One (BHP)	15 min.	\$11.06	\$20.60
	Home and Community, 2 person group (BHP)	15 min.	\$5.58	\$11.23
	Home and Community, 3 person group (BHP)	15 min.	\$3.84	\$8.00
	Home and Community, 4 person group (BHP)	15 min.	\$2.97	\$6.48
	School-Based, One-to-One (BHP)	15 min.	\$11.06	\$17.43
	School-Based, One-to-One (BHP) - SPT Exempt	15 min.		\$16.44
	School-Based, 2 person group (BHP)	15 min.	\$5.58	\$9.63
	School-Based, 2 person group (BHP) - SPT Exempt	15 min.		\$9.09
	School-Based, 3 person group (BHP)	15 min.	\$3.84	\$6.80
	School-Based, 3 person group (BHP) - SPT Exempt	15 min.		\$6.41
	School-Based, 4 person group (BHP)	15 min.	\$2.97	\$5.41
	School-Based, 4 person group (BHP) - SPT Exempt	15 min.		\$5.11
	Specialized Children's Habilitative Services	Specialized Home and Community, One-to-One (BHP)	15 min.	\$15.31
Specialized Home and Community, 2 person group (BHP)		15 min.	\$7.74	\$15.24
Specialized Home and Community, 3 person group (BHP)		15 min.	\$5.30	\$10.86
Specialized Home and Community, 4 person group (BHP)		15 min.	\$4.10	\$8.79
Specialized School-Based, One-to-One (BHP)		15 min.	\$15.31	\$23.53
Specialized School-Based, One-to-One (BHP) - SPT Exempt		15 min.		\$22.20
Specialized School-Based, 2 person group (BHP)		15 min.	\$7.74	\$13.01
Specialized School-Based, 2 person group (BHP) - SPT Exempt		15 min.		\$12.27
Specialized School-Based, 3 person group (BHP)		15 min.	\$5.30	\$9.18
Specialized School-Based, 3 person group (BHP) - SPT Exempt		15 min.		\$8.66
Specialized School-Based, 4 person group (BHP)		15 min.	\$4.10	\$7.31
Specialized School-Based, 4 person group (BHP) - SPT Exempt		15 min.		\$6.90
Children's Rehab. and Community Support, BCBA		15 min.	\$17.42	\$23.82
Children's Rehab. and Community Support, BCBA - SPT Exempt	15 min.		\$22.47	

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Service	Unit	Current Rate	Final Rate	Comments	
Section 65					
Children's Behavioral Health Day Treatment	BHP, One-to-One - School	15 min.	\$15.68	\$17.26	
	BHP, Group of 2 - School	15 min.	\$7.84	\$9.54	
	BHP, Group of 3 - School	15 min.	\$5.23	\$6.73	
	BHP, Group of 4 - School	15 min.	\$3.92	\$5.36	
	Master's, One-to-One - School	15 min.	\$25.42	\$23.72	
	Master's, Group of 2 - School	15 min.	\$12.71	\$12.85	
	Master's, Group of 3 - School	15 min.	\$8.46	\$9.07	
	Master's, Group of 4 - School	15 min.	\$6.36	\$7.22	
Board Certified Behavior Analyst Services		15 min.	-	\$32.75	New service
Outpatient Therapy	Psychologist - Office, One-to-One	15 min.	\$23.55	\$31.75	
	Psychologist - Office, Group	15 min.	\$5.62	\$10.34	
	Psychologist - Community, One-to-One	15 min.	\$23.55	\$38.37	
	LCSW/ LCPC/ LMFT/ APRN - Office, One-to-One	15 min.	\$22.48	\$25.73	
	LCSW/ LCPC/ LMFT/ APRN - Office, Group	15 min.	\$5.62	\$8.41	Rates apply to both mental health and substance abuse agencies and cover comprehensive assessment and therapy as well as co-occurring cases.
	LCSW/ LCPC/ LMFT/ APRN - Community, One-to-One	15 min.	\$22.48	\$31.26	
	Svcs. for Individuals Who are Deaf - Office, One-to-One	15 min.	\$32.92	\$33.27	
	Svcs. for Individuals Who are Deaf - Community, One-to-One	15 min.	\$32.92	\$40.17	
	LADC, One-to-One - Office	15 min.	\$20.40	\$23.81	Rates are for both agency and independent practitioners
	LADC, Group - Office	15 min.	\$9.63	\$10.39	
	LADC, Community	15 min.	\$21.41	\$28.99	
	CADC, One-to-One - Office	15 min.	\$15.52	\$19.75	
	CADC, Group - Office	15 min.	\$7.49	\$8.65	
CADC, Community	15 min.	\$15.52	\$24.20		
Medication-Assisted Treatment with Methadone		Week	\$115.43	\$171.30	No rate model; rate will be set at 72.4 percent of Medicare rate for G2067, which is currently \$236.60 so MaineCare rate will be \$171.30
Neuropsychological and Psychological Testing, Physician/Psychologist		Hour	\$84.77	\$112.32	
Neuropsychological and Psychological Testing, Psychological Examiner		Hour	\$53.76	\$73.46	
Adaptive Assessments		Hour	\$88.87	\$85.41	
Specialized Group Services	All modalities	15 min.	\$11.21		
	Wellness Recovery Action Planning (WRAP)			\$106.49	Rates changing from 15 minute units to session units
	Recovery Workbook Group	Session		\$106.49	
	Trauma Recovery and Empowerment Group (TREM)			\$87.91	
Dialectical Behavior Therapy (DBT)			\$118.89		
Children's Home and Community-Based Treatment - BHP		15 min.	\$17.40		
Children's Home and Community-Based Treatment - Master's		15 min.	\$24.92	-	Rate changing from 15 minute units to a weekly unit
Children's Home and Community-Based Treatment (Bundled)		Week	-	\$817.20	

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Service	Unit	Current Rate	Final Rate	Comments
Children's Assertive Community Treatment	Day	\$111.46	-	Rate changing from daily unit to weekly unit
	Week	-	\$596.02	
Mental Health Psychosocial Clubhouse Services	15 min.	\$6.33	\$8.67	
Triple P 1:1 - Bachelor's	15 min.	\$22.48	-	
	Session	-	\$127.78	
Triple P – Group 2-4 Members - Bachelor's	15 min.	\$11.53	-	
	Session	-	\$95.01	
Triple P – Group 5-7 Members - Bachelor's	15 min.	\$4.84	-	
	Session	-	\$49.15	
Triple P – Group 8+ Members - Bachelor's	15 min.	\$3.12	-	
	Session	-	\$33.86	
Triple P 1:1 - Master's	15 min.	\$22.48	-	
	Session	-	\$149.52	
Triple P – Group 2-4 Members - Master's	15 min.	\$11.53	-	Rates changing from 15 minute units to session units
	Session	-	\$110.64	
Triple P – Group 5-7 Members - Master's	15 min.	\$4.84	-	
	Session	-	\$56.95	
Triple P – Group 8+ Members - Master's	15 min.	\$3.12	-	
	Session	-	\$39.06	
Incredible Years – Group 2-4 Members	15 min.	\$13.13	-	
	Session	-	\$110.64	
Incredible Years – Group 5-7 Members	15 min.	\$5.48	-	
	Session	-	\$56.95	
Incredible Years – Group 8+ Members	15 min.	\$3.55	-	
	Session	-	\$46.76	
Parent-Child Interaction Therapy (PCIT) 1:1	15 min.	\$25.12	\$28.07	
Multisystemic Therapy	Week	\$601.05	\$706.56	
Multisystemic Therapy - Problem Sexualized Behavior	Week	\$776.61	\$898.93	
Functional Family Therapy	Week	\$302.26	\$371.57	
Trauma-Focused Cognitive Behavioral Therapy	15 min.	\$27.21	\$31.81	
Trauma-Focused Cognitive Behavioral Therapy - Community	15 min.		\$38.55	
Substance Use Disorder Partial Hospitalization	Day	-	\$271.09	New service
Section 92				
Behavioral Health Home - Adult	Month	\$413.88	\$558.31	
Behavioral Health Home - Children	Month		\$625.18	
Children's Hi-Fidelity Wraparound	Month	-	\$1,787.84	New service

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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 Program 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	
On-Call Cost	- Weekly Cost for One Staff To Be On-Call	\$150.00	
	- No. of Staff Across Whom On-Call Responsibility Rotates	3	
	Weekly On-Call Cost per Staff	\$50.00	
	On-Call Cost per Billable Hour	\$2.11	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$65.35	
	- Program Support Rate	15.0%	
	Program Support Cost per Billable Hour	\$14.00	
	- Administrative Rate	15.0%	
	Administrative Cost per Billable Hour	\$14.00	
	Total Cost per Billable Hour	\$93.35	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Cost per Billable Hour	\$5.60	
	Rate per 15 Minutes	\$24.74	

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Community Rehabilitation Services

	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	
	- Training	0.96	
	- Paid time off	3.85	
	"Billable" Hours	35.19	
	Productivity Adjustment	1.14	
	Hourly MHRT I Cost per Billable Hour	\$31.12	
	- Number of Hours of MHRT I Coverage per Week	80	
	Weekly Cost of MHRT I	\$2,489.60	
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	
	- Training	0.96	
	- Paid time off	4.62	
	"Billable" Hours	34.42	
	Productivity Adjustment	1.16	
	Hourly MHRT/C Cost per Billable Hour	\$39.80	
	- Number of Hours of MHRT/C Coverage per Week	40	
	- Weekly Cost for One Staff To Be On-Call	\$150.00	
- No. of Teams Across Whom On-Call Responsibility Rotates	3		
Weekly On-Call Cost	\$50.00		
Weekly Cost of MHRT/C	\$1,642.00		
Direct Staff Mileage	- Number of Miles Traveled per Week	175	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$109.38	
Administration and Program Support	Weekly Cost Before Admin. and Program Support	\$4,240.98	
	- Number of Members Served	8	
	Weekly Cost per Member Before Admin. And Program Support	\$530.12	
	Daily Cost per Member Before Admin. and Program Support	\$75.73	
	- Program Support Rate	15.0%	
	Program Support Cost per Day	\$16.23	
- Administrative Rate	15.0%		
Administrative Cost per Day	\$16.23		
	Total Cost per Member per Day	\$108.19	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Cost per Day	\$6.49	
	Rate per Member per Day	\$114.68	

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Skills Development

		One-to-One	Groups	
Unit of Service		15 Minutes	15 Minutes	
MHRT/C Wages and Benefits	- MHRT/C Hourly Wage	\$26.74	\$26.74	
	- Benefit Rate (as a percent of wages)	30.3%	30.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.84	\$34.84	
	<i>Productivity Assumptions</i>			
	Total Hours	36.00	36.00	
	- Travel Time (Between Members)	3.43	3.43	
	- Missed Appointments	1.29	-	
	- Participating in Assessments and Planning Meetings	0.43	1.07	
	- Recordkeeping and Reporting	1.29	1.93	
	- Employer and One-on-One Supervision Time	1.29	1.29	
	- Training	0.96	0.96	
	- Paid time off	4.15	4.15	
	"Billable" Hours	23.16	23.17	
	Productivity Adjustment	1.55	1.55	
	MHRT/C Cost After Productivity Adj. per Billable Hour	\$54.00	\$54.00	
	<i>Staffing Ratio for Group Services</i>			
	- Scheduled Members per MHRT/C		4.0	
- Member Attendance Rate		80%		
- Attendance-Adjusted Number of Members per MHRT/C		3.20		
Staff Cost After Prod. Adj. per Member per Billable Hour	\$54.00	\$16.88		
MHRT/C Mileage	- Number of Miles Traveled per Week	175	175	
	- Amount per Mile	\$0.625	\$0.625	
	Weekly Mileage Cost	\$109.38	\$109.38	
	Mileage Cost per Member per Billable Hour	\$4.72	\$1.48	
Admin. and Program Support	Cost per Member per Billable Hour Before Admin. and Support	\$58.72	\$18.36	
	- Program Support Rate	15.0%	20.0%	
	Program Support Cost per Member per Billable Hour	\$12.58	\$5.65	
	- Administrative Rate	15.0%	15.0%	
Administrative Cost per Member per Billable Hour	\$12.58	\$4.24		
Total Cost per Member per Billable Hour		\$83.88	\$28.25	
- Service Provider Tax Rate	6.0%	6.0%		
Service Provider Tax Cost per Billable Hour	\$5.03	\$1.70		
Rate per Member per 15 Minutes	\$22.23	\$7.49		

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Daily Living Support Services

	Unit of Service	15 Minutes	
MHRT I Wages and Benefits	- MHRT I Hourly Wage	\$20.40	
	- Benefit Rate (as a percent of wages)	36.4%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.83	
	<i>Productivity Assumptions</i>		
	Total Hours	36.00	
	- Travel Time (Between Members)	3.51	
	- Missed Appointments	1.32	
	- Participating in Assessments and Planning Meetings	0.44	
	- Recordkeeping and Reporting	1.32	
	- Employer and One-on-One Supervision Time	1.32	
	- Training	0.96	
	- Paid time off	3.46	
	"Billable" Hours	23.67	
	Productivity Adjustment	1.52	
	Staff Cost After Productivity Adj. per Billable Hour	\$42.30	
MHRT I Mileage	- Number of Miles Traveled per Week	175	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$109.38	
	Mileage Cost per Billable Hour	\$4.62	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$46.92	
	- Program Support Rate	15.0%	
	Program Support Cost per Billable Hour	\$10.05	
	- Administrative Rate	15.0%	
	Administrative Cost per Billable Hour	\$10.05	
	Total Cost per Billable Hour	\$67.02	
	- Service Provider Tax Rate	6.0%	
	Service Provider Tax Cost per Billable Hour	\$4.02	
	Rate per 15 Minutes	\$17.76	

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Day Support Services

	Unit of Service	Hour	
MHRT/C Wages and Benefits	- MHRT/C Hourly Wage	\$26.74	
	- Benefit Rate (as a percent of wages)	32.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.48	
	<i>Productivity Assumptions</i>		
	Total Hours	32.00	
	- Participating in Assessments and Planning Meetings	0.43	
	- Program Set-Up/ Clean-Up	0.85	
	- Recordkeeping and Reporting	1.71	
	- Employer and One-on-One Supervision Time	1.28	
	- Training	0.96	
	- Paid time off	3.69	
	"Billable" Hours	23.08	
	Productivity Adjustment	1.39	
	Hourly MHRT/C Cost per Billable Hour	\$49.32	
	<i>Staffing Ratio</i>		
	- Scheduled Members per MHRT/C	5.0	
	- Member Attendance Rate	80%	
- Attendance-Adjusted Number of Members per MHRT/C	4.00		
Staff Cost After Prod. Adj. per Member per Billable Hour		\$12.33	
Attendance	- Days per Year of Program Operations	250	
	- Days per Year Member Attends (Based on Attendance Rate)	200	
	- Hours per Day of Member Attendance	4.00	
	Hours per Year of Member Attendance	800	
Facility	- Square Feet of Service Space per Member	100	
	- Annual Cost per Square Foot	\$16.00	
	Annual Facility Cost per Member	\$1,600.00	
	Facility Cost per Member per Billable Hour	\$2.00	
Supplies	- Cost of Supplies per Member per Day	\$1.00	
	Supply Cost per Member per Billable Hour	\$0.25	
Admin. and Program Support	Cost per Member per Billable Hour Before Admin. and Support	\$14.58	
	- Program Support Rate	20.0%	
	Program Support Cost per Member per Billable Hour	\$4.49	
	- Administrative Rate	15.0%	
Administrative Cost per Member per Billable Hour		\$3.36	
Total Cost per Member per Billable Hour		\$22.43	
- Service Provider Tax Rate		6.0%	
Service Provider Tax Cost per Billable Hour		\$1.35	
Rate per Member per Hour		\$23.78	

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Assertive Community Treatment

	Unit of Service	Week
Psychiatrist	- Psychiatrist Hourly Wage	\$177.06
	- Benefit Rate (as a percent of wages)	10.0%
	Annual Cost of Wages and Benefits	\$405,113.28
	- Number of Members per Psychiatrist	100
	Annual Psychiatrist Cost per Member	\$4,051.13
LCSW/LCPC (Team Leader)	- LCSW/LCPC Hourly Wage	\$32.43
	- Benefit Rate (as a percent of wages)	25.2%
	Annual Cost of Wages and Benefits	\$84,452.91
	Annual On-Call Cost @ \$150 per week	\$7,800.00
	- Number of Members per LCSW/LCPC	40
Annual LCSW/LCPC Cost per Member	\$2,306.32	
MHRT/C	- MHRT/C Hourly Wage	\$26.74
	- Benefit Rate (as a percent of wages)	28.3%
	Annual Cost of Wages and Benefits	\$71,359.43
	- Number of Members per MHRT/C	20
Annual MHRT/C Cost per Member	\$3,567.97	
Registered Nurse	- Registered Nurse Hourly Wage	\$40.98
	- Benefit Rate (as a percent of wages)	22.2%
	Annual Cost of Wages and Benefits	\$104,161.32
	Number of Members per Registered Nurse	50
Annual Registered Nurse Cost per Member	\$2,083.23	
Rehab. Counselor/ Employ. Spec.	- Rehab. Counselor/ Employment Specialist Hourly Wage	\$26.59
	- Benefit Rate (as a percent of wages)	28.4%
	Annual Cost of Wages and Benefits	\$71,014.44
	Number of Members per Rehabilitation Counselor/Employment Specialist	50
Annual Rehab. Counselor/Employment Specialist Cost per Member	\$1,420.29	
Certified Intentional Peer Support Spec.	- Certified Intentional 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
	Number of Members per Certified Intentional Peer Support Specialist	100
Annual Certified Intentional Peer Support Specialist Cost per Member	\$567.74	
Substance Abuse Counselor	- Substance Abuse Counselor Hourly Wage	\$29.58
	- Benefit Rate (as a percent of wages)	26.6%
	Annual Cost of Wages and Benefits	\$77,892.42
	Number of Members per Certified Intentional Peer Support Specialist	75
Annual Substance Abuse Counselor Cost per Member	\$1,038.57	

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

Assertive Community Treatment

	Unit of Service	Week
Mileage	- Number of Miles Traveled per Week per Member	25
	- Amount per Mile	\$0.625
	Annual Mileage Cost per Member	\$812.50
Office Space	- Square Feet of Office Space per Team Member	100
	- Annual Cost per Square Foot	\$16.00
	Annual Cost of Office Space	\$1,600.00
	Annual Space Cost per Member	\$237.33
Admin. and Program Support	Annual Cost per Member Before Administration and Program Support	\$16,085.08
	- Program Support Rate	15.0%
	Annual Program Support Cost	\$3,446.80
	- Administrative Rate	15.0%
	Annual Administrative Cost per Member	\$3,446.80
	Total Annual Cost per Member	\$22,978.68
	Total Weekly Cost per Member	\$441.90
	- Service Provider Tax Rate	6.0%
	Service Provider Tax Cost per Week	\$26.51
	Absence Factor	5%
	Rate per Member per Week	\$493.06

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Children's Rehab. and Community Support, BHP, Home and Community

		One-to-One	Group of 2	Group of 3	Group of 4	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
BHP Wages and Benefits	- BHP Hourly Wage	\$23.01	\$23.01	\$23.01	\$23.01	
	- Benefit Rate (as a percent of wages)	36.3%	36.3%	36.3%	36.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.36	\$31.36	\$31.36	\$31.36	
	<i>Productivity Assumptions</i>					
	Total Hours	32.00	32.00	32.00	32.00	
	- Travel Time (Between Members)	1.31	1.31	1.31	1.31	
	- Missed Appointments	1.09	-	-	-	
	- Coordination and Collateral Contacts (non-billable)	0.44	0.87	1.31	1.75	
	- Participating in Assessments and Planning Meetings	0.44	0.87	1.31	1.75	
	- Program set-up/ clean-up	0.87	0.87	0.87	0.87	
	- Recordkeeping and Reporting	2.62	3.06	3.50	3.93	
	- Employer and One-on-One Supervision Time	1.31	1.31	1.31	1.31	
	- Training	0.96	0.96	0.96	0.96	
	- Paid time off	3.08	3.08	3.08	3.08	
	"Billable" Hours	19.88	19.67	18.35	17.04	
Productivity Adjustment	1.61	1.63	1.74	1.88		
Staff Cost After Prod. Adj. per Member per Billable Hour	\$50.49	\$51.12	\$54.57	\$58.96		
BHP Mileage	- Number of Miles Traveled per Week	125	125	125	125	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$78.13	\$78.13	\$78.13	\$78.13	
	Mileage Cost per Billable Hour	\$3.93	\$3.97	\$4.26	\$4.59	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$54.42	\$55.09	\$58.83	\$63.55	
	- Program Support Rate	15.0%	20.0%	20.0%	20.0%	
	Program Support Cost per Billable Hour	\$11.66	\$16.95	\$18.10	\$19.55	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	
Administrative Cost per Billable Hour	\$11.66	\$12.71	\$13.58	\$14.66		
Total Cost per Member per Billable Hour	Total Cost per Member per Billable Hour	\$77.74	\$84.75	\$90.51	\$97.76	
	- Service Provider Tax Rate	6.0%	6.0%	6.0%	6.0%	
	Service Provider Tax Cost per Hour	\$4.66	\$5.09	\$5.43	\$5.87	
	Rate per Member per 15 Minutes	\$20.60	\$11.23	\$8.00	\$6.48	

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Children's Rehab. and Community Support, BHP, School

		One-to-One	Group of 2	Group of 3	Group of 4	
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
BHP Wages and Benefits	- BHP Hourly Wage	\$23.01	\$23.01	\$23.01	\$23.01	
	- Benefit Rate (as a percent of wages)	33.5%	33.5%	33.5%	33.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.72	\$30.72	\$30.72	\$30.72	
	<i>Productivity Assumptions</i>					
	Total Hours	36.00	36.00	36.00	36.00	
	- Missed Appointments	0.66	-	-	-	
	- Coordination and Collateral Contacts (non-billable)	0.44	0.88	1.32	1.75	
	- Participating in Assessments and Planning Meetings	0.44	0.88	1.32	1.75	
	- Program Set-Up/ Clean-Up	1.32	1.32	1.32	1.32	
	- Recordkeeping and Reporting	3.07	3.51	3.95	4.39	
	- Employer and One-on-One Supervision Time	1.32	1.32	1.32	1.32	
	- Training	0.96	0.96	0.96	0.96	
	- Paid time off	3.46	3.46	3.46	3.46	
	"Billable" Hours	24.33	23.67	22.35	21.05	
	Productivity Adjustment	1.48	1.52	1.61	1.71	
Staff Cost After Prod. Adj. per Member per Billable Hour	\$45.47	\$46.69	\$49.46	\$52.53		
Facility	- Square Feet of Service Space for BHP	35	35	35	35	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Service Space Cost	\$560.00	\$560.00	\$560.00	\$560.00	
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000	
	Service Space Cost per Billable Hour	\$0.56	\$0.56	\$0.56	\$0.56	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$46.03	\$47.25	\$50.02	\$53.09	
	- Program Support Rate	15.0%	20.0%	20.0%	20.0%	
	Program Support Cost per Billable Hour	\$9.86	\$14.54	\$15.39	\$16.34	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	
Administrative Cost per Billable Hour	\$9.86	\$10.90	\$11.54	\$12.25		
Total Cost per Member per Billable Hour		\$65.75	\$72.69	\$76.95	\$81.68	
- Service Provider Tax Rate	6.0%	6.0%	6.0%	6.0%		
Service Provider Tax Cost per Hour	\$3.95	\$4.36	\$4.62	\$4.90		
Rate per Member per 15 Minutes	\$17.43	\$9.63	\$6.80	\$5.41		

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Children's Rehab. and Community Support, BHP, School Exempt from Service Provider Tax

		One-to-One	Group of 2	Group of 3	Group of 4	
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
BHP Wages and Benefits	- BHP Hourly Wage	\$23.01	\$23.01	\$23.01	\$23.01	
	- Benefit Rate (as a percent of wages)	33.5%	33.5%	33.5%	33.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.72	\$30.72	\$30.72	\$30.72	
	<i>Productivity Assumptions</i>					
	Total Hours	36.00	36.00	36.00	36.00	
	- Missed Appointments	0.66	-	-	-	
	- Coordination and Collateral Contacts (non-billable)	0.44	0.88	1.32	1.75	
	- Participating in Assessments and Planning Meetings	0.44	0.88	1.32	1.75	
	- Program Set-Up/ Clean-Up	1.32	1.32	1.32	1.32	
	- Recordkeeping and Reporting	3.07	3.51	3.95	4.39	
	- Employer and One-on-One Supervision Time	1.32	1.32	1.32	1.32	
	- Training	0.96	0.96	0.96	0.96	
	- Paid time off	3.46	3.46	3.46	3.46	
	"Billable" Hours	24.33	23.67	22.35	21.05	
	Productivity Adjustment	1.48	1.52	1.61	1.71	
Staff Cost After Prod. Adj. per Member per Billable Hour	\$45.47	\$46.69	\$49.46	\$52.53		
Facility	- Square Feet of Service Space for BHP	35	35	35	35	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Service Space Cost	\$560.00	\$560.00	\$560.00	\$560.00	
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000	
	Service Space Cost per Billable Hour	\$0.56	\$0.56	\$0.56	\$0.56	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$46.03	\$47.25	\$50.02	\$53.09	
	- Program Support Rate	15.0%	20.0%	20.0%	20.0%	
	Program Support Cost per Billable Hour	\$9.86	\$14.54	\$15.39	\$16.34	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	
	Administrative Cost per Billable Hour	\$9.86	\$10.90	\$11.54	\$12.25	
Total Cost per Member per Billable Hour		\$65.75	\$72.69	\$76.95	\$81.68	
Rate per Member per 15 Minutes		\$16.44	\$9.09	\$6.41	\$5.11	

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Specialized Children's Rehab. and Community Support, BHP, Home and Community

		One-to-One	Group of 2	Group of 3	Group of 4	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
BHP Wages and Benefits	- BHP Hourly Wage	\$24.41	\$24.41	\$24.41	\$24.41	
	- Benefit Rate (as a percent of wages)	34.9%	34.9%	34.9%	34.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.93	\$32.93	\$32.93	\$32.93	
	<i>Productivity Assumptions</i>					
	Total Hours	32.00	32.00	32.00	32.00	
	- Travel Time (Between Members)	1.31	1.31	1.31	1.31	
	- Missed Appointments	1.09	-	-	-	
	- Coordination and Collateral Contacts (non-billable)	0.44	0.87	1.31	1.75	
	- Participating in Assessments and Planning Meetings	0.44	0.87	1.31	1.75	
	- Program set-up/ clean-up	0.87	0.87	0.87	0.87	
	- Recordkeeping and Reporting	2.62	3.06	3.50	3.93	
	- Employer and One-on-One Supervision Time	1.31	1.31	1.31	1.31	
	- Training	0.96	0.96	0.96	0.96	
	- Paid time off	3.08	3.08	3.08	3.08	
	"Billable" Hours	19.88	19.67	18.35	17.04	
Productivity Adjustment	1.61	1.63	1.74	1.88		
Staff Cost After Prod. Adj. per Member per Billable Hour	\$53.02	\$53.68	\$57.30	\$61.91		
BCBA Support	- BCBA Hourly Wage	\$41.32	\$41.32	\$41.32	\$41.32	
	- Benefit Rate (as a percent of wages)	22.1%	22.1%	22.1%	22.1%	
	Weekly Cost of BCBA Wages and Benefits	\$2,018.07	\$2,018.07	\$2,018.07	\$2,018.07	
	Number of BHPs per BCBA	6	6	6	6	
	Weekly BCBA Cost per BHP	\$336.35	\$336.35	\$336.35	\$336.35	
BCBA Cost per Billable Hour	\$16.92	\$17.10	\$18.33	\$19.74		
BHP Mileage	- Number of Miles Traveled per Week	125	125	125	125	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$78.13	\$78.13	\$78.13	\$78.13	
	Mileage Cost per Billable Hour	\$3.93	\$3.97	\$4.26	\$4.59	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$73.87	\$74.75	\$79.89	\$86.24	
	- Program Support Rate	15.0%	20.0%	20.0%	20.0%	
	Program Support Cost per Billable Hour	\$15.83	\$23.00	\$24.58	\$26.54	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	
Administrative Cost per Billable Hour	\$15.83	\$17.25	\$18.44	\$19.90		
Total Cost	Total Cost per Member per Billable Hour	\$105.53	\$115.00	\$122.91	\$132.68	
	- Service Provider Tax Rate	6.0%	6.0%	6.0%	6.0%	
	Service Provider Tax Cost per Hour	\$6.33	\$6.90	\$7.37	\$7.96	
	Rate per Member per 15 Minutes	\$27.97	\$15.24	\$10.86	\$8.79	

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Specialized Children's Rehab. and Community Support, BHP, School

		One-to-One	Group of 2	Group of 3	Group of 4	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
BHP Wages and Benefits	- BHP Hourly Wage	\$24.41	\$24.41	\$24.41	\$24.41	
	- Benefit Rate (as a percent of wages)	32.2%	32.2%	32.2%	32.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.27	\$32.27	\$32.27	\$32.27	
	<i>Productivity Assumptions</i>					
	Total Hours	36.00	36.00	36.00	36.00	
	- Missed Appointments	0.66	-	-	-	
	- Coordination and Collateral Contacts (non-billable)	0.44	0.88	1.32	1.75	
	- Participating in Assessments and Planning Meetings	0.44	0.88	1.32	1.75	
	- Program Set-Up/ Clean-Up	1.32	1.32	1.32	1.32	
	- Recordkeeping and Reporting	3.07	3.51	3.95	4.39	
	- Employer and One-on-One Supervision Time	1.32	1.32	1.32	1.32	
	- Training	0.96	0.96	0.96	0.96	
	- Paid time off	3.46	3.46	3.46	3.46	
	"Billable" Hours	24.33	23.67	22.35	21.05	
	Productivity Adjustment	1.48	1.52	1.61	1.71	
Staff Cost After Prod. Adj. per Member per Billable Hour	\$47.76	\$49.05	\$51.95	\$55.18		
BCBA Support	- Hourly Wage of BCBA	\$41.32	\$41.32	\$41.32	\$41.32	
	- Benefit Rate (as a percent of wages)	22.1%	22.1%	22.1%	22.1%	
	Weekly Cost of Wages and Benefits	\$2,018.07	\$2,018.07	\$2,018.07	\$2,018.07	
	Number of BHPs per BCBA	6	6	6	6	
	Weekly BCBA Cost per BHP	\$336.35	\$336.35	\$336.35	\$336.35	
BCBA Cost per Billable Hour	\$13.82	\$14.21	\$15.05	\$15.98		
Facility	- Square Feet of Service Space for BHP	35	35	35	35	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Service Space Cost	\$560.00	\$560.00	\$560.00	\$560.00	
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000	
	Service Space Cost per Billable Hour	\$0.56	\$0.56	\$0.56	\$0.56	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$62.14	\$63.82	\$67.56	\$71.72	
	- Program Support Rate	15.0%	20.0%	20.0%	20.0%	
	Program Support Cost per Billable Hour	\$13.32	\$19.64	\$20.79	\$22.07	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	
Administrative Cost per Billable Hour	\$13.32	\$14.73	\$15.59	\$16.55		
Total Cost	Total Cost per Member per Billable Hour	\$88.78	\$98.19	\$103.94	\$110.34	
	- Service Provider Tax Rate	6.0%	6.0%	6.0%	6.0%	
	Service Provider Tax Cost per Hour	\$5.33	\$5.89	\$6.24	\$6.62	
	Rate per Member per 15 Minutes	\$23.53	\$13.01	\$9.18	\$7.31	

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

prepared for Maine Department of Health and Human Services

Specialized Children's Rehab. and Community Support, BHP, School Exempt from Service Provider Tax

		One-to-One	Group of 2	Group of 3	Group of 4	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
BHP Wages and Benefits	- BHP Hourly Wage	\$24.41	\$24.41	\$24.41	\$24.41	
	- Benefit Rate (as a percent of wages)	32.2%	32.2%	32.2%	32.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.27	\$32.27	\$32.27	\$32.27	
	<i>Productivity Assumptions</i>					
	Total Hours	36.00	36.00	36.00	36.00	
	- Missed Appointments	0.66	-	-	-	
	- Coordination and Collateral Contacts (non-billable)	0.44	0.88	1.32	1.75	
	- Participating in Assessments and Planning Meetings	0.44	0.88	1.32	1.75	
	- Program Set-Up/ Clean-Up	1.32	1.32	1.32	1.32	
	- Recordkeeping and Reporting	3.07	3.51	3.95	4.39	
	- Employer and One-on-One Supervision Time	1.32	1.32	1.32	1.32	
	- Training	0.96	0.96	0.96	0.96	
	- Paid time off	3.46	3.46	3.46	3.46	
	"Billable" Hours	24.33	23.67	22.35	21.05	
	Productivity Adjustment	1.48	1.52	1.61	1.71	
Staff Cost After Prod. Adj. per Member per Billable Hour	\$47.76	\$49.05	\$51.95	\$55.18		
BCBA Support	- Hourly Wage of BCBA	\$41.32	\$41.32	\$41.32	\$41.32	
	- Benefit Rate (as a percent of wages)	22.1%	22.1%	22.1%	22.1%	
	Weekly Cost of Wages and Benefits	\$2,018.07	\$2,018.07	\$2,018.07	\$2,018.07	
	Number of BHPs per BCBA	6	6	6	6	
	Weekly BCBA Cost per BHP	\$336.35	\$336.35	\$336.35	\$336.35	
BCBA Cost per Billable Hour	\$13.82	\$14.21	\$15.05	\$15.98		
Facility	- Square Feet of Service Space for BHP	35	35	35	35	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Service Space Cost	\$560.00	\$560.00	\$560.00	\$560.00	
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000	
Service Space Cost per Billable Hour	\$0.56	\$0.56	\$0.56	\$0.56		
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$62.14	\$63.82	\$67.56	\$71.72	
	- Program Support Rate	15.0%	20.0%	20.0%	20.0%	
	Program Support Cost per Billable Hour	\$13.32	\$19.64	\$20.79	\$22.07	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	
Administrative Cost per Billable Hour	\$13.32	\$14.73	\$15.59	\$16.55		
Total Cost per Member per Billable Hour		\$88.78	\$98.19	\$103.94	\$110.34	
Rate per Member per 15 Minutes		\$22.20	\$12.27	\$8.66	\$6.90	

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Children's Rehab. and Community Support, BCBA

	Unit of Service	15 Minutes
BCBA Wages and Benefits	- BCBA Hourly Wage	\$41.32
	- Benefit Rate (as a percent of wages)	22.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$50.45
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Employer and One-on-One Supervision Time	1.29
	- Training	0.96
	- Paid time off	4.62
	"Billable" Hours	33.13
	Productivity Adjustment	1.21
	Staff Cost After Productivity Adj. per Billable Hour	\$61.04
BCBA Mileage	- Number of Miles Traveled per Week	50
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$31.25
	Mileage Cost per Billable Hour	\$0.94
BCBA 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	\$0.93
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$62.91
	- Program Support Rate	15.0%
	Program Support Cost per Billable Hour	\$13.48
	- Administrative Rate	15.0%
	Administrative Cost per Billable Hour	\$13.48
	Total Cost per Billable Hour	\$89.87
	- Service Provider Tax Rate	6.0%
	Service Provider Tax Cost per Hour	\$5.39
	Rate per 15 Minutes	\$23.82

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

prepared for Maine Department of Health and Human Services

Child. Rehab. and Community Supp., BCBA, Exempt from Svc. Provider Tax

	Unit of Service	15 Minutes
BCBA Wages and Benefits	- BCBA Hourly Wage	\$41.32
	- Benefit Rate (as a percent of wages)	22.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$50.45
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Employer and One-on-One Supervision Time	1.29
	- Training	0.96
	- Paid time off	4.62
	"Billable" Hours	33.13
	Productivity Adjustment	1.21
	Staff Cost After Productivity Adj. per Billable Hour	\$61.04
BCBA Mileage	- Number of Miles Traveled per Week	50
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$31.25
	Mileage Cost per Billable Hour	\$0.94
BCBA 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	\$0.93
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$62.91
	- Program Support Rate	15.0%
	Program Support Cost per Billable Hour	\$13.48
	- Administrative Rate	15.0%
	Administrative Cost per Billable Hour	\$13.48
	Total Cost per Billable Hour	\$89.87
	Rate per 15 Minutes	\$22.47

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Children's Behavioral Health Day Treatment, BHP

		One-to-One	Group of 2	Group of 3	Group of 4	
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
BHP Wages and Benefits	- BHP Hourly Wage	\$24.41	\$24.41	\$24.41	\$24.41	
	- Benefit Rate (as a percent of wages)	32.2%	32.2%	32.2%	32.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.27	\$32.27	\$32.27	\$32.27	
	<i>Productivity Assumptions</i>					
	Total Hours	36.00	36.00	36.00	36.00	
	- Missed Appointments	0.66	-	-	-	
	- Coordination and Collateral Contacts (non-billable)	0.44	0.88	1.32	1.75	
	- Participating in Assessments and Planning Meetings	0.44	0.88	1.32	1.75	
	- Program Set-Up/ Clean-Up	1.32	1.32	1.32	1.32	
	- Recordkeeping and Reporting	3.07	3.51	3.95	4.39	
	- Employer and One-on-One Supervision Time	1.32	1.32	1.32	1.32	
	- Training	0.96	0.96	0.96	0.96	
	- Paid time off	3.46	3.46	3.46	3.46	
	"Billable" Hours	24.33	23.67	22.35	21.05	
	Productivity Adjustment	1.48	1.52	1.61	1.71	
Staff Cost After Prod. Adj. per Member per Billable Hour	\$47.76	\$49.05	\$51.95	\$55.18		
Facility	- Square Feet of Service Space for BHP	35	35	35	35	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Service Space Cost	\$560.00	\$560.00	\$560.00	\$560.00	
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000	
	Service Space Cost per Billable Hour	\$0.56	\$0.56	\$0.56	\$0.56	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$48.32	\$49.61	\$52.51	\$55.74	
	- Program Support Rate	15.0%	20.0%	20.0%	20.0%	
	Program Support Cost per Billable Hour	\$10.35	\$15.26	\$16.16	\$17.15	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	
	Administrative Cost per Billable Hour	\$10.35	\$11.45	\$12.12	\$12.86	
Total Cost per Member per Billable Hour		\$69.02	\$38.16	\$26.93	\$21.44	
Rate per 15 Minutes		\$17.26	\$9.54	\$6.73	\$5.36	

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Children's Behavioral Health Day Treatment, Master's

		One-to-One	Group of 2	Group of 3	Group of 4	
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Master's-Level Staff Wages and Benefits	- Master's-Level Staff Hourly Wage	\$31.16	\$31.16	\$31.16	\$31.16	
	- Benefit Rate (as a percent of wages)	25.8%	25.8%	25.8%	25.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$39.20	\$39.20	\$39.20	\$39.20	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Missed Appointments	1.08	0.00	0.00	0.00	
	- Coordination and Collateral Contacts (non-billable)	1.29	1.72	2.15	2.58	
	- Participating in Assessments and Planning Meetings	1.29	1.72	2.15	2.58	
	- Program Set-Up/ Clean-Up	1.29	1.29	1.29	1.29	
	- Recordkeeping and Reporting	4.30	4.73	5.16	5.59	
	- Employer and One-on-One Supervision Time	1.29	1.29	1.29	1.29	
	- Training	0.96	0.96	0.96	0.96	
	- Paid time off	4.62	4.62	4.62	4.62	
	"Billable" Hours	23.88	23.67	22.38	21.09	
	Productivity Adjustment	1.68	1.69	1.79	1.90	
Staff Cost After Prod. Adj. per Member per Billable Hour	\$65.86	\$66.25	\$70.17	\$74.48		
Facility	- Square Feet of Service Space for Master's-Level Staff	35	35	35	35	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Service Space Cost	\$560.00	\$560.00	\$560.00	\$560.00	
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000	
	Service Space Cost per Billable Hour	\$0.56	\$0.56	\$0.56	\$0.56	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$66.42	\$66.81	\$70.73	\$75.04	
	- Program Support Rate	15.0%	20.0%	20.0%	20.0%	
	Program Support Cost per Billable Hour	\$14.23	\$20.56	\$21.76	\$23.09	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	
	Administrative Cost per Billable Hour	\$14.23	\$15.42	\$16.32	\$17.32	
Total Cost per Member per Billable Hour		\$94.88	\$51.40	\$36.27	\$28.86	
Rate per 15 Minutes		\$23.72	\$12.85	\$9.07	\$7.22	

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Board Certified Behavior Analyst Services

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

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Outpatient Therapy, Psychologist/Psychiatrist - Office

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

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Outpatient Therapy, Psychologist/Psychiatrist - Community

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

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

Final Rate Models

prepared for Maine Department of Health and Human Services

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

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

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

prepared for Maine Department of Health and Human Services

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

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

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Outpatient Therapy for Individuals Who are Deaf - Office

	Unit of Service	15 Minutes	
Licensed Clinician Wages and Benefits	- Licensed Clinician Hourly Wage	\$43.57	
	- Benefit Rate (as a percent of wages)	21.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.94	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Coordination and Collateral Contacts (non-billable)	2.58	
	- Participating in Assessments and Planning Meetings	0.65	
	- Missed Appointments	2.15	
	- Recordkeeping and Reporting	4.30	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid Time Off	4.62	
	"Billable" Hours	23.45	
	Productivity Adjustment	1.71	
	Staff Cost After Prod. Adj. per Member per Billable Hour	\$90.53	
Direct Svc. Office Space	- Square Feet of Office Space	200	
	- Annual Cost per Square Foot	\$16.00	
	Annual Cost of Office Space	\$3,200.00	
	Office Space Cost per Member per Billable Hour	\$2.62	
Admin. and Program Support	Cost per Member per Billable Hour Before Admin. and Support	\$93.15	
	- Program Support Rate	15.0%	
	Program Support Cost per Member per Billable Hour	\$19.96	
	- Administrative Rate	15.0%	
	Administrative Cost per Member per Billable Hour	\$19.96	
	Total Cost per Billable Hour	\$133.07	
	Rate per 15 Minutes	\$33.27	

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

prepared for Maine Department of Health and Human Services

Outpatient Therapy for Individuals Who are Deaf - Community

	Unit of Service	15 Minutes	
Licensed Clinician Wages and Benefits	- Licensed Clinician Hourly Wage	\$43.57	
	- Benefit Rate (as a percent of wages)	21.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.94	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Members)	4.30	
	- Coordination and Collateral Contacts (non-billable)	2.15	
	- Participating in Assessments and Planning Meetings	0.43	
	- Missed Appointments	2.15	
	- Recordkeeping and Reporting	4.30	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid Time Off	4.62	
	"Billable" Hours	19.80	
Productivity Adjustment	2.02		
	Staff Cost After Productivity Adj. per Billable Hour	\$106.94	
Lic. Clinician Mileage	- Number of Miles Traveled per Week	175	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$109.38	
	Mileage Cost per Billable Hour	\$5.52	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$112.46	
	- Program Support Rate	15.0%	
	Program Support Cost per Billable Hour	\$24.10	
	- Administrative Rate	15.0%	
	Administrative Cost per Billable Hour	\$24.10	
	Total Cost per Billable Hour	\$160.66	
	Rate per 15 Minutes	\$40.17	

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
prepared for Maine Department of Health and Human Services
Outpatient Therapy, Licensed Alcohol and Drug Counselor - Office**

		One-to-One	Groups	
Unit of Service		15 Minutes	15 Minutes	
Licensed Alcohol and Drug Counselor Wages and Benefits	- LADC Hourly Wage	\$29.58	\$29.58	
	- Benefit Rate (as a percent of wages)	26.6%	26.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.45	\$37.45	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Coordination and Collateral Contacts (non-billable)	2.58	3.01	
	- Participating in Assessments and Planning Meetings	0.65	0.86	
	- Missed Appointments	2.15	-	
	- Recordkeeping and Reporting	4.30	4.73	
	- Employer and One-on-One Supervision Time	1.29	1.29	
	- Training	0.96	0.96	
	- Paid Time Off	4.62	4.62	
	"Billable" Hours	23.45	24.53	
	Productivity Adjustment	1.71	1.63	
	LADC Cost After Productivity Adj. per Billable Hour	\$64.04	\$61.04	
	<i>Staffing Ratio for Group Services</i>			
	- Scheduled Members per LADC		3.0	
- Member Attendance Rate		80%		
- Attendance-Adjusted Number of Members per LADC		2.40		
Staff Cost After Prod. Adj. per Member per Billable Hour	\$64.04	\$25.43		
Direct Svc. Office Space	- Square Feet of Office Space	200	300	
	- Annual Cost per Square Foot	\$16.00	\$16.00	
	Annual Cost of Office Space	\$3,200.00	\$4,800.00	
	Office Space Cost per Member per Billable Hour	\$2.62	\$1.57	
Admin. and Program Support	Cost per Member per Billable Hour Before Admin. and Support	\$66.66	\$27.00	
	- Program Support Rate	15.0%	20.0%	
	Program Support Cost per Member per Billable Hour	\$14.28	\$8.31	
	- Administrative Rate	15.0%	15.0%	
	Administrative Cost per Member per Billable Hour	\$14.28	\$6.23	
Total Cost per Member per Billable Hour		\$95.22	\$41.54	
Rate per Member per 15 Minutes		\$23.81	\$10.39	

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

prepared for Maine Department of Health and Human Services

Outpatient Therapy, Licensed Alcohol and Drug Counselor - Community

	Unit of Service	15 Minutes	
Licensed Alcohol and Drug Counselor Wages and Benefits	- LADC Hourly Wage	\$29.58	
	- Benefit Rate (as a percent of wages)	26.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.45	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Members)	4.30	
	- Coordination and Collateral Contacts (non-billable)	2.15	
	- Participating in Assessments and Planning Meetings	0.43	
	- Missed Appointments	2.15	
	- Recordkeeping and Reporting	4.30	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid Time Off	4.62	
	"Billable" Hours	19.80	
Productivity Adjustment	2.02		
	Staff Cost After Productivity Adj. per Billable Hour	\$75.65	
LADC Mileage	- Number of Miles Traveled per Week	175	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$109.38	
	Mileage Cost per Billable Hour	\$5.52	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$81.17	
	- Program Support Rate	15.0%	
	Program Support Cost per Billable Hour	\$17.39	
	- Administrative Rate	15.0%	
	Administrative Cost per Billable Hour	\$17.39	
	Total Cost per Billable Hour	\$115.95	
	Rate per 15 Minutes	\$28.99	

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
prepared for Maine Department of Health and Human Services
Outpatient Therapy, Certified Alcohol and Drug Counselor - Office**

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

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

prepared for Maine Department of Health and Human Services

Outpatient Therapy, Certified Alcohol and Drug Counselor - Community

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

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Neuropsychological and Psychological Testing

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

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Adaptive Assessments

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

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

Final Rate Models

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Specialized Group Services

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

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

Final Rate Models

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Children's Home and Community Based Treatment

	Unit of Service	Week
BHP Wages and Benefits	- BHP Hourly Wage	\$24.41
	- Benefit Rate (as a percent of wages)	32.8%
	- Weekly Work Hours	35
	Weekly Staff Cost (wages + benefits)	\$1,134.58
	- Number of Members per BHP	5
	Weekly BHP Cost per Member	\$226.92
Master's-Level Wages and Benefits	- Master's-Level Hourly Wage	\$32.43
	- Benefit Rate (as a percent of wages)	25.2%
	- Weekly Work Hours	40
	Weekly Staff Cost (wages + benefits)	\$1,624.09
	- Weekly Cost for One Staff To Be On-Call	\$150.00
	- No. of Staff Across Whom On-Call Responsibility Rotates	3
	Weekly On-Call Cost	\$50.00
- Number of Members per Master's Level	6	
Weekly Master's Level Cost per Member	\$279.02	
Mileage	- Number of Miles Traveled per Week per Member	60
	- Amount per Mile	\$0.625
	Weekly Mileage Cost per Member	\$37.50
Admin. and Program Support	Weekly Cost per Member Before Admin. and Program Support	\$543.44
	- Program Support Rate	15.0%
	Program Support Cost per Member per Week	\$116.45
	- Administrative Rate	15.0%
Administrative Cost per Member per Week	\$116.45	
	Total Cost per Member per Week	\$776.34
	- Absence Factor	5%
	Absence Cost per Member per Week	\$40.86
	Rate per Member per Week	\$817.20

Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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Children's Assertive Community Treatment

	Unit of Service	Week
LCSW/LCPC (Team Leader)	- Hourly Wage	\$32.43
	- Benefit Rate (as a percent of wages)	25.2%
	Annual Cost of Wages and Benefits	\$84,452.91
	- Weekly On-Call Cost	\$150.00
	Annual On-Call Cost	\$7,800.00
	- Number of Members per LCSW/LCPC	25
	Annual LCSW/LCPC Cost per Member	\$3,690.12
MHRT/C	- Hourly Wage	\$26.74
	- Benefit Rate (as a percent of wages)	28.3%
	Annual Cost of Wages and Benefits	\$71,359.43
	- Number of Members per MHRT/C	20
	Annual MHRT/C Cost per Member	\$3,567.97
Psychiatrist	- Hourly Wage	\$177.06
	- Benefit Rate (as a percent of wages)	10.0%
	Annual Cost of Wages and Benefits	\$405,113.28
	- Number of Members per Psychiatrist	100
	Annual Psychiatrist Cost per Member	\$4,051.13
Registered Nurse	- Hourly Wage	\$40.98
	- Benefit Rate (as a percent of wages)	22.2%
	Annual Cost of Wages and Benefits	\$104,161.32
	Number of Members per Registered Nurse	50
	Annual Registered Nurse Cost per Member	\$2,083.23
Rehab. Counselor/ Employ. Spec.	- Hourly Wage	\$27.44
	- Benefit Rate (as a percent of wages)	27.9%
	Annual Cost of Wages and Benefits	\$72,999.18
	Number of Members per Rehabilitation Counselor/Employment Specialist	50
	Annual Rehab. Counselor/Employment Specialist Cost per Member	\$1,459.98
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
	Number of Members per Certified Intentional Peer Support Specialist	50
	Annual Family Support Specialist Cost per Member	\$1,135.48
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
	Number of Members per Certified Intentional Peer Support Specialist	50
	Annual Youth Support Specialist Cost per Member	\$1,135.48

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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Children's Assertive Community Treatment**

	Unit of Service	Week
Substance Abuse Counselor	- Hourly Wage	\$29.58
	- Benefit Rate (as a percent of wages)	26.6%
	Annual Cost of Wages and Benefits	\$77,892.42
	Number of Members per Substance Abuse Counselor	50
	Annual Substance Abuse Counselor	\$1,557.85
Mileage	- Number of Miles Traveled per Week per Member	50
	- Amount per Mile	\$0.625
	Annual Mileage Cost per Member	\$1,625.00
Office Space	- Square Feet of Office Space per Team Member	100
	- Annual Cost per Square Foot	\$16.00
	Annual Cost of Office Space per Team Member	\$1,600.00
	Annual Space Cost per Member	\$304.00
Admin. and Program Support	Annual Cost per Member Before Administration and Program Support	\$20,610.24
	- Program Support Funding Rate	15.0%
	Annual Program Support Cost	\$4,416.48
	- Administrative Rate	15.0%
	Annual Administrative Cost per Member	\$4,416.48
	Total Cost per Member per Year	\$29,443.20
	Total Cost per Member per Week	\$566.22
	- Absence Factor	5%
	Absence Cost per Member per Week	\$29.80
	Rate per Member per Week	\$596.02

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

Final Rate Models

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Mental Health Psychosocial Clubhouse

	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	
	- Participating in Assessments and Planning Meetings	1.72	
	- Program Set-Up/ Clean-Up	0.43	
	- Travel time (between members)	1.94	
	- Recordkeeping and Reporting	4.30	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid time off	4.62	
	"Billable" Hours	24.74	
	Productivity Adjustment	1.62	
	Staff Cost After Productivity Adj. per Billable Hour	\$55.58	
	<i>Staffing Ratio</i>		
- Scheduled Members per MHRT/C	4.0		
- Member Attendance Rate	80%		
- Attendance-Adjusted Number of Members per MHRT/C	3.20		
Staff Cost After Prod. Adj. per Member per Billable Hour		\$17.37	
Initial Training	- Hours of Initial Training	80	
	Staff Cost of Initial Training (based on wages and benefits above)	\$2,744.59	
	- Airfare (2 round trips)	\$800.00	
	- Lodging (\$120 per night for 6 nights)	\$720.00	
	- Ground Transportation (\$50 per day for 6 days, shared by 2 staff)	\$150.00	
	- Per Diem (\$65/ day for 4 days plus \$15/ day for last day of each trip)	\$290.00	
	Travel Related Costs of Initial Training	\$1,960.00	
	Attendance Fee for Initial Training	\$5,000.00	
	Total Initial Training Cost	\$9,704.59	
	- Clinician Turnover Rate	30%	
Annual Initial Training Cost per Clinician	\$2,911.38		
Initial Training Cost per Member per Billable Hour		\$0.71	
MHRT/C Mileage	- Number of Miles Traveled per Week	75	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$46.88	
Mileage Cost per Member per billable hour		\$1.89	
Clubhouse Space	- Square Feet of Clubhouse Space per Member	100	
	- Annual Cost per Square Foot	\$16.00	
	Annual Cost per Square Foot	\$1,600.00	
Clubhouse Space Cost per Member per Billable Hour		\$1.24	
Admin. and Program Support	Cost per Member per Billable Hour Before Admin. and Program Support	\$21.21	
	- Program Support Rate	20.0%	
	Program Support Cost per Member per Billable Hour	\$6.53	
	- Administrative Rate	15.0%	
Administrative Cost per Member per Billable Hour		\$4.90	

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
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Total Cost per Member per Billable Hour	\$32.64
- Service Provider Tax Rate	6.0%
Service Provider Tax Cost per Member per Billable Hour	\$1.96
- Annual Fees (as a percent of total revenue)	0.25%
Licensing Fee Cost per Member per Billable Hour	\$0.09
Rate per Member per 15 Minutes	\$8.67

Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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Behavioral Therapies, Triple P, Bachelor's

		Group 2 to 4	Group 5 to 7	Group 8+	Phone Consulting	One to One	
Unit of Service		Session	Session	Session	Session	Session	
Therapist Wages and Benefits	- Therapist Hourly Wage	\$26.74	\$26.74	\$26.74	\$26.74	\$26.74	
	- Benefit Rate (as a percent of wages)	28.3%	28.3%	28.3%	28.3%	28.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.31	\$34.31	\$34.31	\$34.31	\$34.31	
	<i>Productivity Assumptions</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	
	- Employer and One-on-One Supervision Time	1.29	1.29	1.29	1.29	1.29	
	- Training	0.96	0.96	0.96	0.96	0.96	
	- Paid time off	4.62	4.62	4.62	4.62	4.62	
	"Billable" Hours	33.13	33.13	33.13	33.13	33.13	
	Productivity Adjustment	1.21	1.21	1.21	1.21	1.21	
	Therapist Cost After Productivity Adj. per Billable Hour	\$41.52	\$41.52	\$41.52	\$41.52	\$41.52	
	Hours per Therapist per Session (w/ set-up, clean-up, and records)	4.00	4.00	4.00	1.00	2.00	
	Cost of Therapist per Session	\$166.08	\$166.08	\$166.08	\$41.52	\$83.04	
Direct Svc. Space	- Square Feet of Service Space	300	400	500		100	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00		\$16.00	
	Annual Cost of Direct Service Space	\$4,800.00	\$6,400.00	\$8,000.00	\$0.00	\$1,600.00	
	Cost of Direct Svc. Space/ Session (based on 250 avail. days)	\$19.20	\$25.60	\$32.00	\$0.00	\$6.40	
Administration and Program Support	Cost per Session Before Admin. and Program Support	\$185.28	\$191.68	\$198.08	\$41.52	\$89.44	
	- Number of Attendees per Session	3	6	9	1	1	
	Cost per Member Before Admin. and Program Support	\$61.76	\$31.95	\$22.01	\$41.52	\$89.44	
	- Program Support Rate	20.0%	20.0%	20.0%	15.0%	15.0%	
	Program Support Cost per Member	\$19.00	\$9.83	\$6.77	\$8.90	\$19.17	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	15.0%	
Administrative Cost per Member	\$14.25	\$7.37	\$5.08	\$8.90	\$19.17		
Rate per Member per Session	\$95.01	\$49.15	\$33.86	\$59.32	\$127.78		

Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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Behavioral Therapies, Triple P, Master's

		Group 2 to 4	Group 5 to 7	Group 8+	Phone Consulting	One to One	
Unit of Service		Session	Session	Session	Session	Session	
Therapist Wages and Benefits	- Therapist Hourly Wage	\$32.43	\$32.43	\$32.43	\$32.43	\$32.43	
	- Benefit Rate (as a percent of wages)	25.2%	25.2%	25.2%	25.2%	25.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.60	\$40.60	\$40.60	\$40.60	\$40.60	
	<i>Productivity Assumptions</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	
	- Employer and One-on-One Supervision Time	1.29	1.29	1.29	1.29	1.29	
	- Training	0.96	0.96	0.96	0.96	0.96	
	- Paid time off	4.62	4.62	4.62	4.62	4.62	
	"Billable" Hours	33.13	33.13	33.13	33.13	33.13	
	Productivity Adjustment	1.21	1.21	1.21	1.21	1.21	
	Therapist Cost After Productivity Adj. per Billable Hour	\$49.13	\$49.13	\$49.13	\$49.13	\$49.13	
	Hours per Therapist per Session (w/ set-up, clean-up, and records)	4.00	4.00	4.00	1.00	2.00	
	Cost of Therapist per Session	\$196.52	\$196.52	\$196.52	\$49.13	\$98.26	
Direct Svc. Space	- Square Feet of Service Space	300	400	500		100	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00		\$16.00	
	Annual Cost of Direct Service Space	\$4,800.00	\$6,400.00	\$8,000.00	\$0.00	\$1,600.00	
	Cost of Direct Svc. Space/ Session (based on 250 avail. days)	\$19.20	\$25.60	\$32.00	\$0.00	\$6.40	
Administration and Program Support	Cost per Session Before Admin. and Program Support	\$215.72	\$222.12	\$228.52	\$49.13	\$104.66	
	- Number of Attendees per Session	3	6	9	1	1	
	Cost per Member Before Admin. and Program Support	\$71.91	\$37.02	\$25.39	\$49.13	\$104.66	
	- Program Support Rate	20.0%	20.0%	20.0%	15.0%	15.0%	
	Program Support Cost per Member	\$22.13	\$11.39	\$7.81	\$10.53	\$22.43	
	- Administrative Rate	15.0%	15.0%	15.0%	15.0%	15.0%	
Administrative Cost per Member	\$16.60	\$8.54	\$5.86	\$10.53	\$22.43		
Rate per Member per Session	\$110.64	\$56.95	\$39.06	\$70.19	\$149.52		

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

Final Rate Models

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Behavioral Therapies, Incredible Years

		Group 2 to 4	Group 5 to 7	Group 8+	
	Unit of Service	Session	Session	Session	
Therapist Wages and Benefits	- Therapist Hourly Wage	\$32.43	\$32.43	\$32.43	
	- Benefit Rate (as a percent of wages)	25.2%	25.2%	25.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.60	\$40.60	\$40.60	
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	
	- Employer and One-on-One Supervision Time	1.29	1.29	1.29	
	- Training	0.96	0.96	0.96	
	- Paid time off	4.62	4.62	4.62	
	"Billable" Hours	33.13	33.13	33.13	
	Productivity Adjustment	1.21	1.21	1.21	
	Therapist Cost After Productivity Adj. per Billable Hour	\$49.13	\$49.13	\$49.13	
	Hours per Therapist per Session (w/ set-up, clean-up, and records)	4.00	4.00	3.00	
	Cost of Therapist per Session	\$196.52	\$196.52	\$147.39	
Bachelor's-Level Wages and Benefits	- Bachelor's-Level 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	
	- Employer and One-on-One Supervision Time			1.29	
	- Training			0.96	
	- Paid time off			4.62	
	"Billable" Hours			33.13	
	Productivity Adjustment			1.21	
	Bachelor Staff Cost After Productivity Adj. per Billable Hour			\$41.52	
Hours per Bachelor's-Level per Session (w/ set-up, clean-up, and records)			3.00		
Cost of Bachelor's Staff per Session			\$124.56		
Direct Svc. Space	- Square Feet of Service Space	300	400	500	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	
	Annual Cost of Direct Service Space	\$4,800.00	\$6,400.00	\$8,000.00	
	Cost of Direct Svc. Space/ Session (based on 250 avail. days)	\$19.20	\$25.60	\$32.00	
Administration and Program Support	Cost per Session Before Admin. and Program Support	\$215.72	\$222.12	\$303.95	
	- Number of Attendees per Session	3	6	10	
	Cost per Member Before Admin. and Program Support	\$71.91	\$37.02	\$30.40	
	- Program Support Rate	20.0%	20.0%	20.0%	
	Program Support Cost per Member	\$22.13	\$11.39	\$9.35	
	- Administrative Rate	15.0%	15.0%	15.0%	
	Administrative Cost per Member	\$16.60	\$8.54	\$7.01	
Rate per Member per Session	\$110.64	\$56.95	\$46.76		

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Behavioral Therapies, Parent-Child Interaction Therapy

	Unit of Service	15 Minutes	
Direct Staff Wages and Benefits	- Therapist Hourly Wage	\$32.43	
	- Benefit Rate (as a percent of wages)	25.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.60	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Coordination and Collateral Contacts (non-billable)	2.15	
	- Participating in Assessments and Planning Meetings	3.01	
	- Program Set-Up/ Clean-Up	1.29	
	- Recordkeeping and Reporting	3.44	
	- Missed appointments	2.15	
	- Employer and One-on-One Supervision Time	1.29	
	- Training	0.96	
	- Paid time off	4.62	
	"Billable" Hours	21.09	
Productivity Adjustment	1.90		
	Therapist Cost After Productivity Adj. per Billable Hour	\$77.14	
Clinician Office	- Square Feet of Service Space	100	
	- Annual Cost per Square Foot	\$16.00	
	Clinician Office Cost per Billable Hour	\$1.46	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$78.60	
	- Program Support Rate	15.0%	
	Program Support Cost per Billable Hour	\$16.84	
	- Administrative Rate	15.0%	
	Administrative Cost per Billable Hour	\$16.84	
	Total Cost per Billable Hour	\$112.28	
	Rate per 15 Minutes	\$28.07	

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Multisystemic Therapy

	Unit of Service	Week
Clinician Wages and Benefits	- Clinician Hourly Wage	\$32.43
	- Benefit Rate (as a percent of wages)	25.2%
	Weekly Cost of Wages and Benefits	\$1,624.09
	- Weekly Cost for One Staff To Be On-Call	\$150.00
	- No. of Staff Across Whom On-Call Responsibility Rotates	3
	Weekly On-Call Cost	\$50.00
	Number of Cases per Clinician	5.0
	Weekly Clinician Cost per Case	\$334.82
Clinician Mileage	- Number of Miles Traveled per Week	200
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$125.00
	Weekly Clinician Mileage Cost per Case	\$25.00
Clinician Office	- Square Feet of Service Space	100
	- Annual Cost per Square Foot	\$16.00
	Annual Clinician Office Cost	\$1,600.00
	Weekly Clinician Office Cost per Case	\$6.14
Team Supervisor	- Team Supervisor Hourly Wage	\$34.67
	- Benefit Rate (as a percent of wages)	24.3%
	Weekly Cost of Wages and Benefits	\$1,723.79
	- Number of Clinicians per Team Supervisor (based on 2 teams)	6
	Implied Number of Cases per Team Supervisor	30.0
	Weekly Team Supervisor Cost per Case	\$57.46
Admin. and Program Support	Cost per Case per Week Before Admin., Program Support, and Compliance Costs	\$423.42
	- Program Support Rate	15.0%
	Weekly Program Support Cost per Case	\$90.73
	- Administrative Rate	15.0%
	Weekly Administration Cost per Case	\$90.73
Clinician Initial Training	- Hours of Initial Off-Site Training	40
	Staff Cost of Initial Training (based on wages and benefits above)	\$1,624.09
	- Airfare (1 round trip)	\$400.00
	- Lodging (\$120 per night for 6 nights)	\$720.00
	- Ground Transportation (\$50 per day for 6 days) shared by 2 staff	\$150.00
	- Per Diem (\$65 per day for 5 days plus \$15 for the last day)	\$340.00
	Travel Related Costs of Initial Training	\$1,610.00
	Attendance Fee for Initial Training	\$950.00
	Total Initial Training Cost	\$4,184.09
	- Clinician Turnover Rate	30%
Annual Initial Training Cost per Clinician	\$1,255.23	
	Weekly Clinician Initial Training Cost per Case	\$4.81

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

Multisystemic Therapy

	Unit of Service	Week
Supervisor Initial Training	- Hours of Initial Off-Site Training	16
	Staff Cost of Initial Training (based on wages and benefits above)	\$689.52
	- Airfare (1 round trip)	\$400.00
	- Lodging (\$120 per night for 3 nights)	\$360.00
	- Ground Transportation (\$50 per day for 3 days shared by 2 staff)	\$75.00
	- Per Diem (\$65 per day for 2 days plus \$15 for last day)	\$145.00
	Travel Related Costs of Initial Training	\$980.00
	Attendance Fee for Initial Training	\$450.00
	Total Initial Training Cost	\$2,119.52
	- Supervisor Turnover Rate	30%
Annual Initial Training Cost per Supervisor	\$635.86	
	Weekly Supervisor Initial Training Cost per Case	\$0.41
Data Collection	- Cost Per Case	\$100.00
	- Average Length of Case (Weeks)	13
	Weekly Data Collection Cost per Case	\$7.69
'Flexible Funding'	- Flexible Funding per Case	\$100.00
	- Average Length of Case (Weeks)	13
	Weekly Flexible Funding Cost per Case	\$7.69
Consultation Expenses	- Annual Consulting Fees (assumes 2 teams)	\$57,000.00
	- Annual Consultants' Per Diem Cost for Quarterly Trainings	\$3,920.00
	- Number of Clinicians Trained	6
	Annual Consultation Cost per Clinician	\$10,153.33
	Weekly Consultation Cost per Clinician	\$194.72
	Weekly Consultation Cost per Case	\$38.94
Annual Licensing Fees	- Annual Agency Licensing Fees	\$4,750.00
	- Annual Team Licensing Fees (assumes 2 teams)	\$5,900.00
	- Number of Clinicians Covered	6
	Annual Licensing Cost per Clinician	\$1,775.00
	Weekly Licensing Cost per Clinician	\$34.04
	Weekly Licensing Cost per Case	\$6.81
	Total Cost per Case per Week	\$671.23
	- Absence Factor	5%
	Absence Cost per Case per Week	\$35.33
	Weekly Case Rate	\$706.56

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Multisystemic Therapy - Problem Sexualized Behavior

	Unit of Service	Week
Clinician Wages and Benefits	- Clinician Hourly Wage	\$32.43
	- Benefit Rate (as a percent of wages)	25.2%
	Weekly Cost of Wages and Benefits	\$1,624.09
	- Weekly Cost for One Staff To Be On-Call	\$150.00
	- No. of Staff Teams Across Whom On-Call Responsibility Rotates	3
	Weekly On-Call Cost	\$50.00
	Number of Cases per Clinician	4.0
	Weekly Clinician Cost per Case	\$418.52
Clinician Mileage	- Number of Miles Traveled per Week	200
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$125.00
	Weekly Clinician Mileage Cost per Case	\$31.25
Clinician Office	- Square Feet of Service Space	100
	- Annual Cost per Square Foot	\$16.00
	Annual Clinician Office Cost	\$1,600.00
	Weekly Clinician Office Cost per Case	\$7.67
Team Supervisor	- Team Supervisor Hourly Wage	\$34.67
	- Benefit Rate (as a percent of wages)	24.3%
	Weekly Cost of Wages and Benefits	\$1,723.79
	- Number of Clinicians per Team Supervisor (based on two teams)	6
	Implied Number of Cases per Team Supervisor	24
	Weekly Team Supervisor Cost per Case	\$71.82
Admin. and Program Support	Cost per Case per Week Before Admin., Program Support, and Compliance Costs	\$529.26
	- Program Support Rate	-
	Weekly Program Support Cost per Case (set equal to MST rate)	\$90.73
	- Administrative Rate	-
	Weekly Administration Cost per Case (set equal to MST rate)	\$90.73
Clinician Initial Training	- Hours of Initial Off-Site Training	56
	Staff Cost of Initial Training (based on wages and benefits above)	\$2,273.73
	- Airfare (2 round trips)	\$800.00
	- Lodging (\$120 per night for 9 nights)	\$1,080.00
	- Ground Transportation (\$50 per day for 9 days, shared by 2 staff)	\$225.00
	- Per Diem (\$65 per day for 7 days plus \$15 per day for the last day of each trip)	\$485.00
	Travel Related Costs of Initial Training	\$2,590.00
	Attendance Fee for Initial Training	\$1,425.00
	Total Initial Training Cost	\$6,288.73
	- Clinician Turnover Rate	30%
Annual Initial Training Cost per Clinician	\$1,886.62	
	Weekly Clinician Initial Training Cost per Case	\$9.05
Supervisor Initial Training	- Hours of Initial Off-Site Training	16
	Staff Cost of Initial Training (based on wages and benefits above)	\$689.52
	- Airfare (1 round trip)	\$400.00
	- Lodging (\$120 per night for 3 nights)	\$360.00
	- Ground Transportation (\$50 per day for 3 days shared by 2 staff)	\$75.00
	- Per Diem (\$65 per day for 2 days plus \$15 for the last day)	\$145.00
	Travel Related Costs of Initial Training	\$980.00
	Attendance Fee for Initial Training	\$450.00
	Total Initial Training Cost	\$2,119.52
	- Supervisor Turnover Rate	30%
Annual Initial Training Cost per Supervisor	\$635.86	
	Weekly Supervisor Initial Training Cost per Case	\$0.51

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Multisystemic Therapy - Problem Sexualized Behavior

	Unit of Service	Week
Externship Training	- Hours of Externship Off-Site Training	72
	Staff Cost of Externship Training (based on wages and benefits above)	\$3,102.83
	- Airfare (3 round trips)	\$1,200.00
	- Lodging (\$120 per night for 8 nights)	\$960.00
	- Ground Transportation (\$50 per day for 9 days)	\$450.00
	- Per Diem (\$65 per day for 6 days plus \$15 per day for the last day of each trip)	\$435.00
	Travel Related Costs of Externship Training	\$3,045.00
	Attendance Fee for Externship Training (included in annual fee)	\$4,000.00
	Total Externship Training Cost	\$10,147.83
	- Supervisor Turnover Rate	30%
Annual Externship Training Cost per Supervisor	\$3,044.35	
	Weekly Externship Training Cost per Case	\$2.43
Data Collection	- Cost Per Case	\$100.00
	- Average Length of Case (Weeks)	15
	Weekly Data Collection Cost per Case	\$6.67
Flexible Funding	- Flexible Funding per Case	\$100.00
	- Average Length of Case (Weeks)	15
	Weekly Flexible Funding Cost per Case	\$6.67
Consultation Expenses	- Annual MST Consulting Fees (assumes 2 teams)	\$58,000.00
	- Annual Consultants' Per Diem Cost for Quarterly Trainings	\$3,920.00
	- Number of Clinicians Trained	6
	Annual Consultation Cost per Clinician	\$10,320.00
	Weekly Consultation Cost per Clinician	\$197.92
	Weekly Consultation Cost per Case	\$49.48
Consultation Expenses	- Additional PSB Consulting Fees (assumes 2 teams)	\$15,000.00
	- Number of Clinicians Trained	6
	Annual PSB Consultation Cost per Clinician	\$2,500.00
	Weekly PSB Consultation Cost per Clinician	\$47.95
	- Percent of MST Cases That Are PSB	17%
	Weighted Average Clinician Caseload	4.8
	Number of PSB Cases per Clinician	0.8
	Weekly PSB Consultation Cost per Case	\$59.94
Annual Licensing Fees	- Annual Agency Licensing Fees	\$4,750.00
	- Annual Team Licensing Fees (assumes 2 teams)	\$5,900.00
	- Number of Clinicians Covered	6
	Annual Licensing Cost per Clinician	\$1,775.00
	Weekly Licensing Cost per Clinician	\$34.04
	Weekly Licensing Cost per Case	\$8.51
	Total Cost per Case per Week	\$853.98
	- Absence Factor	5%
	Absence Cost per Case per Week	\$44.95
	Weekly Case Rate	\$898.93

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Functional Family Therapy

	Unit of Service	Week
Clinician Wages and Benefits	- Non-Supervisor Clinician Hourly Wage	\$32.43
	- Benefit Rate (as a percent of wages)	25.2%
	Weekly Cost of Wages and Benefits	\$1,624.09
	Percent of Team Cases Carried by Non-Supervisors	88.9%
	- Supervisor Clinician Hourly Wage	\$34.67
	- Benefit Rate (as a percent of wages)	24.3%
	Weekly Cost of Wages and Benefits	\$1,723.79
	Percent of Team Cases Carried by Supervisors	11.1%
	Weighted Average Weekly Cost of Wages and Benefits	\$1,635.16
Number of Cases per Clinician (10 per clinician / 5 for supervisors)	9.0	
	Weekly Clinician Cost per Case	\$181.68
Clinician Mileage	- Number of Miles Traveled per Week	200
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$125.00
	Weekly Clinician Mileage Cost per Case	\$13.89
Clinician Office	- Square Feet of Service Space	100
	- Annual Cost per Square Foot	\$16.00
	Annual Clinician Office Cost	\$1,600.00
	Weekly Clinician Office Cost per Case	\$3.41
Team Supervisor	- Team Supervisor Hourly Wage	\$34.67
	- Benefit Rate (as a percent of wages)	24.3%
	Weekly Cost of Wages and Benefits	\$1,723.79
	- Number of Clinicians per Team Supervisor (includes supervisor)	5
	Implied Number of Cases per Team Supervisor	45
	Weekly Team Supervisor Cost per Case	\$38.31
Admin. and Program Support	Cost per Case per Week Before Admin., Program Support, and Compliance Costs	\$237.29
	- Program Support Rate	15.0%
	Weekly Program Support Cost per Case	\$50.85
	- Administrative Rate	15.0%
	Weekly Administration Cost per Case	\$50.85
Clinician Initial Training	- Hours of Initial Training	36
	Staff Cost of Initial Training (based on wages and benefits above)	\$1,461.68
	- Airfare (2 round trips)	\$800.00
	- Lodging (\$120 per night for 6 nights)	\$720.00
	- Ground Transportation (\$50 per day for 6 days, shared by 2 staff)	\$150.00
	- Per Diem (\$65 per day for 4 days plus \$15 per day for the last day of each trip)	\$290.00
	Travel Related Costs of Initial Training	\$1,960.00
	Attendance Fee for Initial Training	\$1,750.00
	Total Initial Training Cost	\$5,171.68
	- Clinician Turnover Rate	30%
	Annual Initial Training Cost per Clinician	\$1,551.50
	Weekly Initial Training Cost per Case	\$3.31

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

Functional Family Therapy

	Unit of Service	Week
Supervisor Initial (Phase I) Training	- Hours of Initial Off-Site Training	32
	Staff Cost of Initial Training (based on wages and benefits above)	\$1,379.03
	- Airfare (2 round trips)	\$800.00
	- Lodging (\$120 per night for 6 nights)	\$720.00
	- Ground Transportation (\$50 per day for 6 days, shared by 2 staff)	\$150.00
	- Per Diem (\$65 per day for 4 days plus \$15 per day for the last day of each trip)	\$290.00
	Travel Related Costs of Initial Training	\$1,960.00
	Attendance Fee for Initial Training (included in annual fee)	\$0.00
	Total Initial Training Cost	\$3,339.03
	- Supervisor Turnover Rate	30%
Annual Initial Training Cost per Supervisor	\$1,001.71	
	Weekly Supervisor Initial Training Cost per Case	\$0.43
Supervisor Externship Training	- Hours of Externship Off-Site Training	72
	Staff Cost of Externship Training (based on wages and benefits above)	\$3,102.83
	- Airfare (3 round trips)	\$1,200.00
	- Lodging (\$120 per night for 8 nights)	\$960.00
	- Ground Transportation (\$50 per day for 9 days)	\$450.00
	- Per Diem (\$65 per day for 6 days plus \$15 per day for the last day of each trip)	\$435.00
	Travel Related Costs of Externship Training	\$3,045.00
	Attendance Fee for Externship Training (included in annual fee)	\$4,000.00
	Total Externship Training Cost	\$10,147.83
	- Supervisor Turnover Rate	30%
Annual Externship Training Cost per Supervisor	\$3,044.35	
	Weekly Externship Training Cost per Case	\$1.30
Annual Fees	- Number of Years Before Team Returns to Phase I	4
	- Annual Fee to FFT LLC - Phase I	\$40,000.00
	- Annual Fee to FFT LLC - Phase II	\$22,000.00
	- Annual Fee to FFT LLC - Phase III	\$9,750.00
	Total Fees Paid to FFT LLC Over 4 Years (2 years in Phase III)	\$81,500.00
	Average Annual Fee to FFT LLC	\$20,375.00
	- Annual Per Diem Cost for Consultant Training	\$652.00
- Number of Clinicians Covered	5	
	Weekly Annual Fee Cost per Case	\$8.96
	Total Cost per Case per Week	\$352.99
	- Absence Factor	5%
	Absence Cost per Case per Week	\$18.58
	Weekly Case Rate	\$371.57

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Trauma-Focused Cognitive Behavioral Therapy - Office

	Unit of Service	15 Minutes	
Clinician Wages and Benefits	- Clinician Hourly Wage	\$32.43	
	- Employee Benefit Rate (as % of wages)	25.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.60	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Participating in Assessments and Planning Meetings	0.43	
	- Session Prep and Planning	1.71	
	- Coordination and Collateral Contacts (non-billable)	2.14	
	- Missed Appointments	2.14	
	- Recordkeeping and Reporting	3.21	
	- Peer Consultation/ Consultant Supervision	1.07	
	- Employer and One-on-One Supervision Time	1.28	
	- Training	1.15	
	- Paid Time Off	4.62	
	"Billable" Hours	22.25	
Productivity Adjustment	1.80		
	Staff Cost per Billable Hour	\$73.08	
Clinician Office	- Square Feet of Service Space	200	
	- Annual Cost per Square Foot	\$16.00	
	Clinician Office Cost per Billable Hour	\$2.77	
Team Supervisor	- Team Supervisor Hourly Wage	\$34.67	
	- Benefit Rate (as a percent of wages)	24.3%	
	Weekly Cost of Wages and Benefits	\$1,723.79	
	- Number of Clinicians per Team Supervisor	6	
	Team Supervisor Cost per Billable Hour	\$12.91	
Admin. and Program Support	Cost per Billable Hour Before Admin., Program Support, and Compliance Costs	\$88.76	
	- Program Support Rate	15.0%	
	Program Support Cost per Billable Hour	\$19.02	
	- Administrative Rate	15.0%	
	Administrative Cost per Billable Hour	\$19.02	
Clinician Initial Training	Cost of Web-Based Classes	\$35.00	
	Cost for Initial Training (2 days)		
	- Airfare (1 round trip)	\$400.00	
	- Lodging (\$120 per night for 3 nights)	\$360.00	
	- Ground Transportation (\$50 per day for 3 days) shared by two staff	\$75.00	
	- Per Diem (\$65 per day for 2 days plus \$15 for the last day)	\$145.00	
	Travel Related Costs of Initial Training	\$980.00	
	Attendance Fee for Initial Training	\$250.00	
	- Number of Consultation Calls	12	
	- Consultant Fee per Call	\$75.00	
	- Number of Clinicians per Call	6	
	Consultation Call Cost	\$150.00	
	- Certification Cost (application and exam)	\$325.00	
	- Duration of Certification (in years)	5	
	Annual Cost of Certification	\$65.00	
Total Initial Consultation Cost	\$1,480.00		
- Clinician Turnover Rate	30%		
Annual Initial Training Cost per Clinician	\$444.00		
	Initial Training Cost per Billable Hour	\$0.38	

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
prepared for Maine Department of Health and Human Services
Trauma-Focused Cognitive Behavioral Therapy - Office**

Unit of Service		15 Minutes
Supervisor Initial Training	Cost of Web-Based Classes	\$35.00
	Cost for Initial Training (2 days)	
	- Airfare (1 round trip)	\$400.00
	- Lodging (\$120 per night for 3 nights)	\$360.00
	- Ground Transportation (\$50 per day for 3 days)	\$75.00
	- Per Diem (\$65 per day for 2 days plus \$15 for the last day)	\$145.00
	Travel Related Costs of Initial Training	\$980.00
	Attendance Fee for Initial Training	\$250.00
	- Number of Consultation Calls	12
	- Consultant Fee per Call	\$75.00
	- Number of Clinicians per Call	6
	Consultation Call Cost	\$150.00
	- Certification Cost (application and exam)	\$325.00
	- Duration of Certification (in years)	5
	Annual Cost of Certification	\$65.00
	Total Initial Consultation Cost	\$1,480.00
	- Supervisor Turnover Rate	30%
Annual Initial Training Cost per Supervisor	\$444.00	
Supervisor Initial Training Cost per Billable Hour	\$0.06	
Total Cost per Billable Hour	\$127.24	
Rate per 15 Minutes	\$31.81	

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Trauma-Focused Cognitive Behavioral Therapy - Community

	Unit of Service	15 Minutes	
Clinician Wages and Benefits	- Clinician Hourly Wage	\$32.43	
	- Employee Benefit Rate (as % of wages)	25.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.60	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Members)	4.28	
	- Participating in Assessments and Planning Meetings	0.43	
	- Session Prep and Planning	1.50	
	- Coordination and Collateral Contacts (non-billable)	1.93	
	- Missed Appointments	1.93	
	- Recordkeeping and Reporting	3.00	
	- Peer Consultation/ Consultant Supervision	1.07	
	- Employer and One-on-One Supervision Time	1.28	
	- Training	1.15	
	- Paid Time Off	4.62	
"Billable" Hours	18.81		
Productivity Adjustment	2.13		
	Staff Cost per Billable Hour	\$86.48	
Clinician Mileage	- Number of Miles Traveled per Week	175	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$109.38	
	Clinician Mileage Cost per Billable Hour	\$5.81	
Team Supervisor	- Team Supervisor Hourly Wage	\$34.67	
	- Benefit Rate (as a percent of wages)	24.3%	
	Weekly Cost of Wages and Benefits	\$1,723.79	
	- Number of Clinicians per Team Supervisor	6	
	Team Supervisor Cost per Billable Hour	\$15.27	
Admin. and Program Support	Cost per Billable Hour Before Admin., Program Support, and Compliance Costs	\$107.56	
	- Program Support Rate	15.0%	
	Program Support Cost per Billable Hour	\$23.05	
	- Administrative Rate	15.0%	
	Administrative Cost per Billable Hour	\$23.05	
Clinician Initial Training	Cost of Web-Based Classes	\$35.00	
	Cost for Initial Training (2 days)		
	- Airfare (1 round trip)	\$400.00	
	- Lodging (\$120 per night for 3 nights)	\$360.00	
	- Ground Transportation (\$50 per day for 3 days) shared by two staff	\$75.00	
	- Per Diem (\$65 per day for 2 days plus \$15 for the last day)	\$145.00	
	Travel Related Costs of Initial Training	\$980.00	
	Attendance Fee for Initial Training	\$250.00	
	- Number of Consultation Calls	12	
	- Consultant Fee per Call	\$75.00	
	- Number of Clinicians per Call	6	
	Consultation Call Cost	\$150.00	
	- Certification Cost (application and exam)	\$325.00	
	- Duration of Certification (in years)	5	
	Annual Cost of Certification	\$65.00	
Total Initial Consultation Cost	\$1,480.00		
- Clinician Turnover Rate	30%		
Annual Initial Training Cost per Clinician	\$444.00		
	Initial Training Cost per Billable Hour	\$0.45	

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
prepared for Maine Department of Health and Human Services
Trauma-Focused Cognitive Behavioral Therapy - Community**

Unit of Service		15 Minutes
Supervisor Initial Training	Cost of Web-Based Classes	\$35.00
	Cost for Initial Training (2 days)	
	- Airfare (1 round trip)	\$400.00
	- Lodging (\$120 per night for 3 nights)	\$360.00
	- Ground Transportation (\$50 per day for 3 days)	\$75.00
	- Per Diem (\$65 per day for 2 days plus \$15 for the last day)	\$145.00
	Travel Related Costs of Initial Training	\$980.00
	Attendance Fee for Initial Training	\$250.00
	- Number of Consultation Calls	12
	- Consultant Fee per Call	\$75.00
	- Number of Clinicians per Call	6
	Consultation Call Cost	\$150.00
	- Certification Cost (application and exam)	\$325.00
	- Duration of Certification (in years)	5
	Annual Cost of Certification	\$65.00
	Total Initial Consultation Cost	\$1,480.00
	- Supervisor Turnover Rate	30%
Annual Initial Training Cost per Supervisor	\$444.00	
Supervisor Initial Training Cost per Billable Hour	\$0.08	
Total Cost per Billable Hour	\$154.19	
Rate per 15 Minutes	\$38.55	

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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Substance Use Disorder Partial Hospitalization Program

	Unit of Service	Day
Case load	Program Caseload	10
Lead Therapist	- Hourly Wage	\$32.43
	- Benefit Rate (as a percent of wages)	25.2%
	Weekly Cost of Wages and Benefits	\$1,624.09
	FTEs Assigned to Program	1.20
	Weekly Lead Therapist Cost per Case	\$194.89
Licensed Alcohol and Drug Counselor	- Hourly Wage	\$29.58
	- Benefit Rate (as a percent of wages)	26.6%
	Weekly Cost of Wages and Benefits	\$1,497.93
	FTEs Assigned to Program	1.20
	Weekly Licensed Alcohol and Drug Counselor Cost per Case	\$179.75
Psychologist	- Hourly Wage	\$41.32
	- Benefit Rate (as a percent of wages)	22.1%
	Weekly Cost of Wages and Benefits	\$2,018.07
	FTEs Assigned to Program	0.50
	Weekly Psychologist Cost per Case	\$100.90
MHRT/C	- Hourly Wage	\$26.74
	- Benefit Rate (as a percent of wages)	28.3%
	Weekly Cost of Wages and Benefits	\$1,372.30
	FTEs Assigned to Program	1.0
	Weekly MHRT/C Cost per Case	\$137.23
Psychiatrist	- Hourly Wage	\$177.06
	- Benefit Rate (as a percent of wages)	10.0%
	Weekly Cost of Wages and Benefits	\$7,790.64
	FTEs Assigned to Program	0.20
	Weekly Psychiatrist Cost per Case	\$155.81
Peer Support Specialist	- Hourly Wage	\$20.40
	- Benefit Rate (as a percent of wages)	33.8%
	Weekly Cost of Wages and Benefits	\$1,091.81
	FTEs Assigned to Program	0.50
	Weekly Peer Support Specialist Cost per Case	\$54.59
Clinic Space	- Square Feet of Clinic (Service) Space per Member	100
	- Annual Cost per Square Foot	\$16.00
	Annual Clinic Space Cost per Member	\$1,600.00
	Weekly Clinic Space Cost per Case	\$30.77
	Admin. and Program Support	Cost per Week Before Administration and Program Support
- Program Support Rate		15.0%
Weekly Program Support Cost per Case		\$182.99
- Administrative Rate		15.0%
Weekly Administrative Cost per Case		\$182.99
	Weekly Total Cost per Case	\$1,219.92
	Daily Cost per Case	\$243.98
	- Attendance Rate	90.0%
	Daily Rate	\$271.09

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

Final Rate Models

prepared for Maine Department of Health and Human Services

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	\$650.00
	Number of Cases per Health Home Coordinator	25.0
	Monthly Health Home Coordinator Cost per Case	\$263.86
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	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	
Clinician Mileage	- Number of Miles Traveled per Month per Case	10
	- Amount per Mile	\$0.625
	Monthly Clinician Mileage Cost per Case	\$6.25
Office Space	- Square Feet of Office Space per Team Member	100
	- Annual Cost per Square Foot	\$16.00
	Annual Cost of Office Space	\$1,600.00
	Monthly Space Cost per Member	\$7.11
Admin. and Prog. Support	Monthly Cost per Case Before Administration and Program Support	\$390.81
	- Program Support Rate	15.0%
	Program Support Cost per Month	\$83.75
	- Administrative Rate	15.0%
	Administrative Cost per Month	\$83.75
	Monthly Case Rate	\$558.31

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

Final Rate Models

prepared for Maine Department of Health and Human Services

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	\$650.00
	Number of Cases per Health Home Coordinator	25.0
	Monthly Health Home Coordinator Cost per Case	\$286.34
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	

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

Behavioral Health Home - Child

	Unit of Service	Month
Clinician Mileage	- Number of Miles Traveled per Month per Case	10
	- Amount per Mile	\$0.625
	Monthly Clinician Mileage Cost per Case	\$6.25
Office Space	- Square Feet of Office Space per Team Member	100
	- Annual Cost per Square Foot	\$16.00
	Annual Cost of Office Space	\$1,600.00
	Monthly Space Cost per Member	\$7.78
Admin. and Program Support	Cost per Month Before Administration	\$437.62
	- Program Support Rate	15.0%
	Program Support Cost per Month	\$93.78
	- Administrative Rate	15.0%
	Administrative Cost per Month	\$93.78
	Monthly Case Rate	\$625.18

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

Final Rate Models

prepared for Maine Department of Health and Human Services

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	\$650.00
	Number of Cases per Health Home Coordinator	10.0
	Monthly Health Home Coordinator Cost per Case	\$715.86
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	

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

Behavioral Health Home - Child HFW

	Unit of Service	Month
Clinician Mileage	- Number of Miles Traveled per Month per Case	10
	- Amount per Mile	\$0.625
	Monthly Clinician Mileage Cost per Case	\$6.25
Office Space	- Square Feet of Office Space per Team Member	100
	- Annual Cost per Square Foot	\$16.00
	Annual Cost of Office Space	\$1,600.00
	Monthly Space Cost per Member	\$29.33
Admin. and Program Support	Cost per Month Before Administration	\$1,425.88
	- Program Support Rate	15.0%
	Program Support Cost per Month	\$268.18
	- Administrative Rate	-
	Administrative Cost per Month (fixed at standard BHH amount)	\$93.78
	Monthly Case Rate	\$1,787.84

Rate Study for Behavioral Health and
Targeted Case Management Services

Appendices to Final Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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May 19, 2023

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

**Appendix A: Wage Assumptions
Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements**

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

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

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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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>

Review of Provider Rates for Behavioral Health and Targeted Case Management Services
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Appendix A: Wage Assumptions
BLS Wage Data With Inflation Adjustments

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

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

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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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)	Daily Living Support Services (MHRT I)	Skills Development (MHRT/C)	Day Support Services (MHRT?C)	Community Rehab. Services (MHRT I)	Community Rehab. Services (MHRT/C)	Assertive Community Treat. (Psychiatrist)	Assertive Community Treat. (LCSW/LCPC)	Assertive Community Treat. (MHRT/C)	Assertive Community Treat. (Registered Nurse)
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.		100%		100%	100%		100%			100%	
21-1021	Child/ family/ school social workers	50%										
21-1022	Healthcare social workers											
21-1023	Mental health/ sub. abuse social work									100%		
21-1091	Health education specialist	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/ elem.											
25-2057	Special education teachers, middle school											
25-2058	Special ed. teachers, secondary school											
25-9045	Teaching assistants, except postsecondary											
29-1051	Pharmacists											
29-1071	Physician assistants											
29-1141	Registered nurses											100%
29-1171	Nurse practitioners											
29-1215	Family medicine physicians											
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%			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%	100%

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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**Appendix A: Wage Assumptions
Development of Job Requirements (Using BLS Job Codes) by Service**

BLS Code and Title	Assertive Community Treat. (Rehab./ Employ.)	Assertive Community Treat. (Peer)	Assertive Community Treat. (Subst. Abuse)	Children's Rehab. and Community Support, BHP	Specialized Children's Rehab. and Community Support, BHP	Children's Rehab. and Community Support, BCBA	Children's Behavioral Health Day Treatment, BHP	Children's Behavioral Health Day Treatment, Master's	Children's Behavioral Health Day Treatment, BCBA	Outpatient Therapy (Psychologist/ Psychiatrist)	Outpatient Therapy (LCSW/ LCPC/ LMFT/ APRN)
11-9151 Social and community service managers											
19-3033 Clinical and counseling psychologists						100%			100%	100%	
19-3034 School psychologist											
21-1012 Educational/ voc./ school counselors	100%										
21-1015 Rehabilitation counselors											
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.			50%	33.3%	40%		40%	50%			
21-1021 Child/ family/ school social workers											
21-1022 Healthcare social workers											
21-1023 Mental health/ sub. abuse social work			50%								100%
21-1091 Health education specialist											
21-1093 Social and human service assistants											
21-1094 Community health workers				33.3%	40%		40%				
25-2051 Special education teachers, preschool											
25-2052 Special ed. teachers, kindergarten/ elem.								50%			
25-2057 Special education teachers, middle school											
25-2058 Special ed. teachers, secondary school											
25-9045 Teaching assistants, except postsecondary											
29-1051 Pharmacists											
29-1071 Physician assistants											
29-1141 Registered nurses											
29-1171 Nurse practitioners											
29-1215 Family medicine physicians											
29-1216 General internal medicine physicians											
29-1223 Psychiatrist											
29-2053 Psychiatric technicians				33.4%	20%		20%				
29-2061 Lic. practical and lic. vocational nurses											
31-1120 Home health and personal care aides											
31-1131 Nursing assistants											
31-1133 Psychiatric aides		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%	100%

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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**Appendix A: Wage Assumptions
Development of Job Requirements (Using BLS Job Codes) by Service**

BLS Code and Title	Outpatient Therapy for Individuals Who Are Deaf	Outpatient Therapy (LADC)	Outpatient Therapy (CADC)	Medication Management (Physician)	Medication Management (Physician Asst./Nurse Prac.)	Neuropsychological and Psychological Testing (Physician/Psychologist)	Neuropsychological and Psychological Testing (Psych. Examiner)	Adaptive Assessments	Specialized Group Services (Peer Support)	Specialized Group Services (Other Qualified)
11-9151 Social and community service managers										
19-3033 Clinical and counseling psychologists						100%				
19-3034 School psychologist										
21-1012 Educational/ voc./ school counselors										
21-1015 Rehabilitation counselors										
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.		50%	50%							
21-1021 Child/ family/ school social workers										
21-1022 Healthcare social workers										
21-1023 Mental health/ sub. abuse social work	100%	50%						100%		
21-1091 Health education specialist										
21-1093 Social and human service assistants										
21-1094 Community health workers										
25-2051 Special education teachers, preschool										
25-2052 Special ed. teachers, kindergarten/ elem.										
25-2057 Special education teachers, middle school										
25-2058 Special ed. teachers, secondary school										
25-9045 Teaching assistants, except postsecondary										
29-1051 Pharmacists										
29-1071 Physician assistants					100%					
29-1141 Registered nurses										
29-1171 Nurse practitioners										
29-1215 Family medicine physicians										
29-1216 General internal medicine physicians										
29-1223 Psychiatrist				100%						
29-2053 Psychiatric technicians										
29-2061 Lic. practical and lic. vocational nurses										
31-1120 Home health and personal care aides										
31-1131 Nursing assistants										
31-1133 Psychiatric aides			50%						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
Development of Job Requirements (Using BLS Job Codes) by Service**

BLS Code and Title		Children's Home/ Comm. Based Treat. (BHP)	Children's Home/ Comm. Based Treat. (Master's)	Board Certified Behavior Analyst Services	Children's Assertive Community Treatment (Psychiatrist)	Children's Assertive Community Treatment (RN)	Children's Assertive Community Treatment (LCSW/LMFT/LCPC)	Children's Assertive Community Treatment (LADC)	Children's Assertive Community Treatment (Voc. Counselor)	Children's Assertive Community Treatment (MHRT/C)	Children's Assertive Community Treatment (Family/Youth Support Spec.)	Mental Health Psychosocial Clubhouse
11-9151	Social and community service managers											
19-3033	Clinical and counseling psychologists			100%								
19-3034	School psychologist											
21-1012	Educational/ voc./ school counselors								100%			
21-1015	Rehabilitation counselors											
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.	40%						50%		100%		100%
21-1021	Child/ family/ school social workers											
21-1022	Healthcare social workers											
21-1023	Mental health/ sub. abuse social work		100%				100%	50%				
21-1091	Health education specialist											
21-1093	Social and human service assistants											
21-1094	Community health workers	40%										
25-2051	Special education teachers, preschool											
25-2052	Special ed. teachers, kindergarten/ elem.											
25-2057	Special education teachers, middle school											
25-2058	Special ed. teachers, secondary school											
25-9045	Teaching assistants, except postsecondary											
29-1051	Pharmacists											
29-1071	Physician assistants											
29-1141	Registered nurses					100%						
29-1171	Nurse practitioners											
29-1215	Family medicine physicians											
29-1216	General internal medicine physicians											
29-1223	Psychiatrist				100%							
29-2053	Psychiatric technicians	20%										
29-2061	Lic. practical and lic. vocational nurses											
31-1120	Home health and personal care aides											
31-1131	Nursing assistants											
31-1133	Psychiatric aides										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%	100%

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

BLS Code and Title	Behavioral Therapies for Disruptive Behavior Disorders (Therapist)	Behavioral Therapies for Disruptive Behavior Disorders (Bachelor's)	Multisystemic Therapy - Clinician	Multisystemic Therapy - Supervisor	Multisystemic Therapy - Problem Sexualized Behavior - Clinician	Multisystemic Therapy - Problem Sexualized Behavior - Supervisor	Functional Family Therapy - Clinician	Functional Family Therapy - Supervisor	Trauma-Focused Cognitive Behavioral Therapy - Clinician	Trauma-Focused Cognitive Behavioral Therapy - Supervisor
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.		100%								
21-1021 Child/ family/ school social workers										
21-1022 Healthcare social workers										
21-1023 Mental health/ sub. abuse social work	100%		100%	100%	100%	100%	100%	100%	100%	
21-1091 Health education specialist										
21-1093 Social and human service assistants										
21-1094 Community health workers										
25-2051 Special education teachers, preschool										
25-2052 Special ed. teachers, kindergarten/ elem.										
25-2057 Special education teachers, middle school										
25-2058 Special ed. teachers, secondary school										
25-9045 Teaching assistants, except postsecondary										
29-1051 Pharmacists										
29-1071 Physician assistants										
29-1141 Registered nurses										
29-1171 Nurse practitioners										
29-1215 Family medicine physicians										
29-1216 General internal medicine physicians										
29-1223 Psychiatrist										
29-2053 Psychiatric technicians										
29-2061 Lic. practical and lic. vocational nurses										
31-1120 Home health and personal care aides										
31-1131 Nursing assistants										
31-1133 Psychiatric aides										
31-9092 Medical assistants										
39-1022 First-line supervisors of pers. svc. workers										
39-9032 Recreation workers										
39-9041 Residential advisors										
	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 - 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)
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.									
21-1021 Child/ family/ school social workers	50%						50%		
21-1022 Healthcare social workers		25%						25%	
21-1023 Mental health/ sub. abuse social work									
21-1091 Health education specialist	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/ elem.									
25-2057 Special education teachers, middle school									
25-2058 Special ed. 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%	100%
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%

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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 (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/ elem.									
25-2057 Special education teachers, middle school									
25-2058 Special ed. teachers, secondary school									
25-9045 Teaching assistants, except postsecondary									
29-1051 Pharmacists									
29-1071 Physician assistants					25%				
29-1141 Registered nurses					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%

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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)	Daily Living Support Services (MHRT I)	Skills Development (MHRT/C)	Day Support Services (MHRT/C)	Community Rehab. Services (MHRT I)	Community Rehab. Services (MHRT/C)	Assertive Community Treat. (Psychiatrist)	Assertive Community Treat. (LCSW/LCPC)	Assertive Community Treat. (MHRT/C)	Assertive Community Treat. (Registered Nurse)
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Rate Model¹

10th %ile	\$23.41	\$16.85	\$16.44	\$16.85	\$16.85	\$16.44	\$16.85	\$95.44	\$21.32	\$16.85	\$32.58
25th %ile	\$27.23	\$24.56	\$16.56	\$24.56	\$24.56	\$16.56	\$24.56		\$25.78	\$24.56	\$33.50
50th %ile	\$29.66	\$26.74	\$20.40	\$26.74	\$26.74	\$20.40	\$26.74		\$32.43	\$26.74	\$40.98
75th %ile	\$34.78	\$35.71	\$23.06	\$35.71	\$35.71	\$23.06	\$35.71		\$34.67	\$35.71	\$42.96
90th %ile	\$43.70	\$54.64	\$26.15	\$54.64	\$54.64	\$26.15	\$54.64		\$43.57	\$54.64	\$53.94

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, TF-CBT, and Med. Mgmt. PA/NP rate models use the 75th percentile for the benchmark occupation
- The wage assumption for Outpatient services for Individuals who are deaf use the 90th percentile for the benchmark occupation
- Wage assumptions that fall under the required 125% of minimum wage will be moved to 125% of the January 2023 minimum wage

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

Assertive Community Treat. (Rehab./ Employ.)	Assertive Community Treat. (Peer)	Assertive Community Treat. (Subst. Abuse)	Children's Rehab. and Community Support, BHP, Home and Community	Specialized Children's Rehab. and Community Support, BHP, Home and Community	Children's Rehab. and Community Support, BCBA	Children's Behavioral Health Day Treatment, BHP	Children's Behavioral Health Day Treatment, Master's	Board Certified Behavior Analyst Services	Outpatient Therapy (Psychologist/ Psychiatrist)	Outpatient Therapy (LCSW/ LCPC/ LMFT/ APRN)
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Rate Model¹

10th %ile	\$19.98	\$16.44	\$19.08	\$17.64	\$17.99	\$31.14	\$17.99	\$21.87	\$31.14	\$31.14	\$21.32
25th %ile	\$21.22	\$16.56	\$25.17	\$20.56	\$21.48	\$35.03	\$21.48	\$29.21	\$35.03	\$35.03	\$25.78
50th %ile	\$26.59	\$20.40	\$29.58	\$23.01	\$24.41	\$41.32	\$24.41	\$31.16	\$41.32	\$41.32	\$32.43
75th %ile	\$33.77	\$23.06	\$35.19	\$29.32	\$31.18	\$57.77	\$31.18	\$40.01	\$57.77	\$57.77	\$34.67
90th %ile		\$26.15	\$49.10	\$36.94	\$40.09	\$86.90	\$40.09	\$54.70	\$86.90	\$86.90	\$43.57

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

Outpatient Therapy for Individuals Who Are Deaf	Outpatient Therapy (LADC)	Outpatient Therapy (CADC)	Medication Management (Physician)	Medication Management (Physician Asst./ Nurse Prac.)	Neuropsychological and Psychological Testing (Physician/Psychologist)	Neuropsychological and Psychological Testing (Psych. Examiner)	Adaptive Assessments	Specialized Group Services (Peer Support)	Specialized Group Services (Other Qualified)
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Rate Model¹

10th %ile	\$21.32	\$19.08	\$16.64	\$95.44	\$53.85	\$31.14	\$16.85	\$21.32	\$16.44	\$16.44
25th %ile	\$25.78	\$25.17	\$20.56		\$55.52	\$35.03	\$24.56	\$25.78	\$16.56	\$16.56
50th %ile	\$32.43	\$29.58	\$23.57		\$66.34	\$41.32	\$26.74	\$32.43	\$20.40	\$20.40
75th %ile	\$34.67	\$35.19	\$29.39		\$71.04	\$57.77	\$35.71	\$34.67	\$23.06	\$23.06
90th %ile	\$43.57	\$49.10	\$40.39		\$88.08	\$86.90	\$54.64	\$43.57	\$26.15	\$26.15

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

Children's Home/ Comm. Based Treat. (BHP)	Children's Home/ Comm. Based Treat. (Master's)	Children's Home and Community Treatment, BCBA Support	Children's Assertive Community Treatment (Psychiatrist)	Children's Assertive Community Treatment (RN)	Children's Assertive Community Treatment (LCSW/LMFT/LCPC)	Children's Assertive Community Treatment (LADC)	Children's Assertive Community Treatment (Voc. Counselor)	Children's Assertive Community Treatment (Educational Counselor)	Children's Assertive Community Treatment (Family/Youth Support Spec.)	Mental Health Psychosocial Clubhouse
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Rate Model¹

10th %ile	\$17.99	\$21.32	\$31.14	\$95.44	\$32.58	\$21.32	\$19.08	\$20.99	\$16.85	\$16.44	\$16.85
25th %ile	\$21.48	\$25.78	\$35.03		\$33.50	\$25.78	\$25.17	\$25.69	\$24.56	\$16.56	\$24.56
50th %ile	\$24.41	\$32.43	\$41.32		\$40.98	\$32.43	\$29.58	\$27.44	\$26.74	\$20.40	\$26.74
75th %ile	\$31.18	\$34.67	\$57.77		\$42.96	\$34.67	\$35.19	\$34.66	\$35.71	\$23.06	\$35.71
90th %ile	\$40.09	\$43.57	\$86.90		\$53.94	\$43.57	\$49.10	\$42.79	\$54.64	\$26.15	\$54.64

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

Behavioral Therapies for Disruptive Behavior Disorders (Therapist)	Behavioral Therapies for Disruptive Behavior Disorders (Bachelor's)	Multisystemic Therapy - Clinician	Multisystemic Therapy - Supervisor	Multisystemic Therapy - Problem Sexualized Behavior - Clinician	Multisystemic Therapy - Problem Sexualized Behavior - Supervisor	Functional Family Therapy - Clinician	Functional Family Therapy - Supervisor	Trauma-Focused Cognitive Behavioral Therapy - Clinician	Trauma-Focused Cognitive Behavioral Therapy - Supervisor
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Rate Model¹

10th %ile	\$21.32	\$16.85	\$21.32	\$21.32	\$21.32	\$21.32	\$21.32	\$21.32	\$21.32	\$21.32
25th %ile	\$25.78	\$24.56	\$25.78	\$25.78	\$25.78	\$25.78	\$25.78	\$25.78	\$25.78	\$25.78
50th %ile	\$32.43	\$26.74	\$32.43	\$32.43	\$32.43	\$32.43	\$32.43	\$32.43	\$32.43	\$32.43
75th %ile	\$34.67	\$35.71	\$34.67	\$34.67	\$34.67	\$34.67	\$34.67	\$34.67	\$34.67	\$34.67
90th %ile	\$43.57	\$54.64	\$43.57	\$43.57	\$43.57	\$43.57	\$43.57	\$43.57	\$43.57	\$43.57

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

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)
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Rate Model¹

10th %ile	\$23.41	\$35.87	\$32.58	\$16.44	\$95.44	\$56.20	\$23.41	\$35.87	\$32.58
25th %ile	\$27.23	\$37.71	\$33.50	\$16.56		\$84.34	\$27.23	\$37.71	\$33.50
50th %ile	\$29.66	\$45.48	\$40.98	\$20.40		\$110.42	\$29.66	\$45.48	\$40.98
75th %ile	\$34.78	\$51.62	\$42.96	\$23.06			\$34.78	\$51.62	\$42.96
90th %ile	\$43.70	\$67.83	\$53.94	\$26.15			\$43.70	\$67.83	\$53.94

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

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)
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Rate Model¹

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

³Benefit rates are based on a 40 hour work week

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
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Appendix C: Productivity Assumptions

	Targeted Case Management	Community Integration	Community Rehabilitation Services, MHRT I	Community Rehabilitation Services, MHRT/C	Daily Living Support Services	Skills Development, One-to-One	Skills Development, Groups	Day Support Services
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'Typical Workweek' Without Training and PTO

Direct services	27.50	27.50	40.00	40.00	27.00	27.00	27.00	27.00
Coordination and collateral contacts (non-billable)	-	-	-	-	-	-	-	-
Participating in assessments and planning meetings	-	-	-	-	0.50	0.50	1.25	0.50
Session prep and planning	-	-	-	-	-	-	-	-
Travel time (between members)	4.50	4.50	-	-	4.00	4.00	4.00	-
Program set-up/ clean-up	-	-	-	-	-	-	-	1.00
Missed appointments	1.50	2.50	-	-	1.50	1.50	-	-
Recordkeeping and reporting	5.00	4.00	-	-	1.50	1.50	2.25	2.00
Peer consultation/ Consultant supervision	-	-	-	-	-	-	-	-
Employer and one-on-one supervision time	1.50	1.50	-	-	1.50	1.50	1.50	1.50
Total	40.00	40.00	40.00	40.00	36.00	36.00	36.00	32.00

Annual Hours for Training and PTO

Training	50	50	50	50	50	50	50	50
Paid Time Off	240	240	200	240	180	216	216	192

Avg. Workweek Adjusted for Training and PTO

Direct services	23.67	23.67	35.19	34.42	23.67	23.16	23.17	23.08
Coordination and collateral contacts (non-billable)	-	-	-	-	-	-	-	-
Participating in assessments and planning meetings	-	-	-	-	0.44	0.43	1.07	0.43
Session prep and planning	-	-	-	-	-	-	-	-
Travel time (between members)	3.87	3.87	-	-	3.51	3.43	3.43	-
Program set-up/ clean-up	-	-	-	-	-	-	-	0.85
Missed appointments	1.29	2.15	-	-	1.32	1.29	-	-
Recordkeeping and reporting	4.30	3.44	-	-	1.32	1.29	1.93	1.71
Peer consultation/ Consultant supervision	-	-	-	-	-	-	-	-
Employer and one-on-one supervision time	1.29	1.29	-	-	1.32	1.29	1.29	1.28
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96
Paid time off	4.62	4.62	3.85	4.62	3.46	4.15	4.15	3.69
Total	40.00	40.00	40.00	40.00	36.00	36.00	36.00	32.00

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

Appendix C: Productivity Assumptions

	Children's Rehab. and Community Support, BHP, Home and Community, One-to-One	Children's Rehab. and Community Support, BHP, Home and Community, Group of 2	Children's Rehab. and Community Support, BHP, Home and Community, Group of 3	Children's Rehab. and Community Support, BHP, Home and Community, Group of 4	Children's Rehab. and Community Support, BHP, School, One-to-One	Children's Rehab. and Community Support, BHP, School, Group of 2	Children's Rehab. and Community Support, BHP, School, Group of 3	Children's Rehab. and Community Support, BHP, School, Group of 4
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'Typical Workweek' Without Training and PTO

Direct services	22.75	22.50	21.00	19.50	27.75	27.00	25.50	24.00
Coordination and collateral contacts (non-billable)	0.50	1.00	1.50	2.00	0.50	1.00	1.50	2.00
Participating in assessments and planning meetings	0.50	1.00	1.50	2.00	0.50	1.00	1.50	2.00
Session prep and planning	-	-	-	-	-	-	-	-
Travel time (between members)	1.50	1.50	1.50	1.50	-	-	-	-
Program set-up/ clean-up	1.00	1.00	1.00	1.00	1.50	1.50	1.50	1.50
Missed appointments	1.25	-	-	-	0.75	-	-	-
Recordkeeping and reporting	3.00	3.50	4.00	4.50	3.50	4.00	4.50	5.00
Peer consultation/ Consultant supervision	-	-	-	-	-	-	-	-
Employer and one-on-one supervision time	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Total	32.00	32.00	32.00	32.00	36.00	36.00	36.00	36.00

Annual Hours for Training and PTO

Training	50	50	50	50	50	50	50	50
Paid Time Off	160	160	160	160	180	180	180	180

Avg. Workweek Adjusted for Training and PTO

Direct services	19.88	19.67	18.35	17.04	24.33	23.67	22.35	21.05
Coordination and collateral contacts (non-billable)	0.44	0.87	1.31	1.75	0.44	0.88	1.32	1.75
Participating in assessments and planning meetings	0.44	0.87	1.31	1.75	0.44	0.88	1.32	1.75
Session prep and planning	-	-	-	-	-	-	-	-
Travel time (between members)	1.31	1.31	1.31	1.31	-	-	-	-
Program set-up/ clean-up	0.87	0.87	0.87	0.87	1.32	1.32	1.32	1.32
Missed appointments	1.09	-	-	-	0.66	-	-	-
Recordkeeping and reporting	2.62	3.06	3.50	3.93	3.07	3.51	3.95	4.39
Peer consultation/ Consultant supervision	-	-	-	-	-	-	-	-
Employer and one-on-one supervision time	1.31	1.31	1.31	1.31	1.32	1.32	1.32	1.32
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96
Paid time off	3.08	3.08	3.08	3.08	3.46	3.46	3.46	3.46
Total	32.00	32.00	32.00	32.00	36.00	36.00	36.00	36.00

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
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Appendix C: Productivity Assumptions

	Specialized Children's Rehab. and Community Support, BHP, Home and Community One-to-One	Specialized Children's Rehab. and Community Support, BHP, Home and Community Group of 2	Specialized Children's Rehab. and Community Support, BHP, Home and Community Group of 3	Specialized Children's Rehab. and Community Support, BHP, Home and Community Group of 4	Specialized Children's Rehab. and Community Support, BHP, School One-to-One	Specialized Children's Rehab. and Community Support, BHP, School Group of 2	Specialized Children's Rehab. and Community Support, BHP, School Group of 3	Specialized Children's Rehab. and Community Support, BHP, School Group of 4	Children's Rehab. and Community Support, BCBA
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'Typical Workweek' Without Training and PTO

Direct services	22.75	22.50	21.00	19.50	27.75	27.00	25.50	24.00	38.50
Coordination and collateral contacts (non-billable)	0.50	1.00	1.50	2.00	0.50	1.00	1.50	2.00	-
Participating in assessments and planning meetings	0.50	1.00	1.50	2.00	0.50	1.00	1.50	2.00	-
Session prep and planning	-	-	-	-	-	-	-	-	-
Travel time (between members)	1.50	1.50	1.50	1.50	-	-	-	-	-
Program set-up/ clean-up	1.00	1.00	1.00	1.00	1.50	1.50	1.50	1.50	-
Missed appointments	1.25	-	-	-	0.75	-	-	-	-
Recordkeeping and reporting	3.00	3.50	4.00	4.50	3.50	4.00	4.50	5.00	-
Peer consultation/ Consultant supervision	-	-	-	-	-	-	-	-	-
Employer and one-on-one supervision time	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Total	32.00	32.00	32.00	32.00	36.00	36.00	36.00	36.00	40.00

Annual Hours for Training and PTO

Training	50	50	50	50	50	50	50	50	50
Paid Time Off	160	160	160	160	180	180	180	180	240

Avg. Workweek Adjusted for Training and PTO

Direct services	19.88	19.67	18.35	17.04	24.33	23.67	22.35	21.05	33.13
Coordination and collateral contacts (non-billable)	0.44	0.87	1.31	1.75	0.44	0.88	1.32	1.75	-
Participating in assessments and planning meetings	0.44	0.87	1.31	1.75	0.44	0.88	1.32	1.75	-
Session prep and planning	-	-	-	-	-	-	-	-	-
Travel time (between members)	1.31	1.31	1.31	1.31	-	-	-	-	-
Program set-up/ clean-up	0.87	0.87	0.87	0.87	1.32	1.32	1.32	1.32	-
Missed appointments	1.09	-	-	-	0.66	-	-	-	-
Recordkeeping and reporting	2.62	3.06	3.50	3.93	3.07	3.51	3.95	4.39	-
Peer consultation/ Consultant supervision	-	-	-	-	-	-	-	-	-
Employer and one-on-one supervision time	1.31	1.31	1.31	1.31	1.32	1.32	1.32	1.32	1.29
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96
Paid time off	3.08	3.08	3.08	3.08	3.46	3.46	3.46	3.46	4.62
Total	32.00	32.00	32.00	32.00	36.00	36.00	36.00	36.00	40.00

Review of Provider Rates for Behavioral Health and Targeted Case Management Services
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Appendix C: Productivity Assumptions

	Children's Behavioral Health Day Treatment, BHP, One-to-One	Children's Behavioral Health Day Treatment, BHP, Group of 2	Children's Behavioral Health Day Treatment, BHP, Group of 3	Children's Behavioral Health Day Treatment, BHP, Group of 4	Children's Behavioral Health Day Treatment, Master's, One-to-One	Children's Behavioral Health Day Treatment, Master's, Group of 2	Children's Behavioral Health Day Treatment, Master's, Group of 3	Children's Behavioral Health Day Treatment, Master's, Group of 4	Board Certified Behavior Analyst Services
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'Typical Workweek' Without Training and PTO

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

Annual Hours for Training and PTO

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

Avg. Workweek Adjusted for Training and PTO

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

Review of Provider Rates for Behavioral Health and Targeted Case Management Services
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Appendix C: Productivity Assumptions

	Outpatient Therapy, Psychologist/Psychiatrist - Office One-to-One	Outpatient Therapy, Psychologist/Psychiatrist - Office Groups	Outpatient Therapy, Psychologist/Psychiatrist - Community	Outpatient Therapy, LCSW/LCPC/LMFT/ APRN - Office One-to-One	Outpatient Therapy, LCSW/LCPC/LMFT/ APRN - Office Groups	Outpatient Therapy, LCSW/LCPC/LMFT/ APRN - Community	Outpatient Therapy for Individuals Who Are Deaf - Office	Outpatient Therapy for Individuals Who Are Deaf - Community
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'Typical Workweek' Without Training and PTO

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

Annual Hours for Training and PTO

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

Avg. Workweek Adjusted for Training and PTO

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

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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Appendix C: Productivity Assumptions

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

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

Annual Hours for Training and PTO

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

Avg. Workweek Adjusted for Training and PTO

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

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prepared for Maine Department of Health and Human Services**

Appendix C: Productivity Assumptions

	Adaptive Assessments	Children's Home and Community Based Treatment (BHP)	Children's Home and Community Based Treatment (Master's)	Children's Home and Community Treatment, BCBA Support	Mental Health Psychosocial Clubhouse	Behavioral Therapies, Incredible Years and Triple P (session rates)	Behavioral Therapies, Parent-Child Interaction Therapy	Trauma-Focused Cognitive Behavioral Therapy - Office	Trauma-Focused Cognitive Behavioral Therapy - Community
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'Typical Workweek' Without Training and PTO

Direct services	35.00	24.00	25.00	26.00	28.75	38.50	24.50	26.00	22.00
Coordination and collateral contacts (non-billable)	-	-	-	5.00	-	-	2.50	2.50	2.25
Participating in assessments and planning meetings	-	0.50	1.50	-	2.00	-	3.50	0.50	0.50
Session prep and planning	-	-	-	-	-	-	-	2.00	1.75
Travel time (between members)	-	5.00	5.00	-	2.25	-	-	-	5.00
Program set-up/ clean-up	-	-	-	-	0.50	-	1.50	-	-
Missed appointments	1.50	2.00	2.00	2.50	-	-	2.50	2.50	2.25
Recordkeeping and reporting	2.00	2.00	5.00	5.00	5.00	-	4.00	3.75	3.50
Peer consultation/ Consultant supervision	-	-	-	-	-	-	-	1.25	1.25
Employer and one-on-one supervision time	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Total	40.00	35.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	50	50	50	50	50	50	50	60	60
Paid Time Off	240	210	240	240	240	240	240	240	240

Avg. Workweek Adjusted for Training and PTO

Direct services	30.12	20.57	21.52	22.38	24.74	33.13	21.09	22.25	18.81
Coordination and collateral contacts (non-billable)	-	-	-	4.30	-	-	2.15	2.14	1.93
Participating in assessments and planning meetings	-	0.43	1.29	-	1.72	-	3.01	0.43	0.43
Session prep and planning	-	-	-	-	-	-	-	1.71	1.50
Travel time (between members)	-	4.29	4.30	0.00	1.94	-	-	-	4.28
Program set-up/ clean-up	-	-	-	-	0.43	-	1.29	-	-
Missed appointments	1.29	1.71	1.72	2.15	0.00	-	2.15	2.14	1.93
Recordkeeping and reporting	1.72	1.71	4.30	4.30	4.30	-	3.44	3.21	3.00
Peer consultation/ Consultant supervision	-	-	-	-	-	-	-	1.07	1.07
Employer and one-on-one supervision time	1.29	1.29	1.29	1.29	1.29	1.29	1.29	1.28	1.28
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.96	1.15	1.15
Paid time off	4.62	4.04	4.62	4.62	4.62	4.62	4.62	4.62	4.62
Total	40.00	35.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00