

Rate Study for Behavioral Health and Targeted Case Management Services

Final Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

Burns & Associates, Inc.
3030 North 3rd Street, Suite 200
Phoenix, Arizona 85012
(602) 241-8520
www.burnshealthpolicy.com

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

Service	Unit	Current	Final Rates	Comments
Section 13				
Targeted Case Management	15 min.	\$21.52	\$15.92	
Section 17				
Community Integration	15 min.	\$20.86	\$16.11	
Daily Living Support Services	15 min.	\$7.77	\$9.45	
Skills Development Svcs	One-to-One	15 min.	\$12.20	\$12.10
	Group of 2	15 min.		\$6.67
	Group of 3	15 min.	\$3.02	\$4.99
	Group of 4	15 min.		\$4.17
Day Support Services	Hour	By Report	\$22.45	
Community Rehabilitation Services	Day	\$74.39	\$117.95	
Assertive Community Treatment - Psychiatrist Team Lead	Week	By Report	\$479.48	current rate is a day; average rate in FY 2015
Assertive Community Treatment - Other Team Lead			\$412.10	was \$63.67
Specialized Group Services	15 min.	\$10.18		
Wellness Recovery Action Planning (WRAP)	Session		\$63.44	
Recovery Workbook Group	Session		\$65.88	
Trauma Recovery and Empowerment Group (TREM)	Session		\$59.38	
Dialectical Behavior Therapy (DBT)	Session		\$70.23	
Section 28				
Children's Habilitative Services	Center- and School-Based, One-to-One (BHP)	15 min.	\$8.94	\$10.47
	Center- and School-Based, 2 person group (BHP)	15 min.	\$4.72	\$6.13
	Center- and School-Based, 3 person group (BHP)	15 min.	\$3.23	\$4.78
	Center- and School-Based, 4 person group (BHP)	15 min.	\$2.49	\$4.14
	Center- and School-Based, One-to-One (Bachelor's)	15 min.	\$8.94	\$13.92
	Center- and School-Based, 2 person group (Bachelor's)	15 min.	\$4.72	\$7.87
	Center- and School-Based, 3 person group (Bachelor's)	15 min.	\$3.23	\$5.98
	Center- and School-Based, 4 person group (Bachelor's)	15 min.	\$2.49	\$5.05
	Home and Community, One-to-One (BHP)	15 min.	\$8.94	\$11.28
	Home and Community, 2 person group (BHP)	15 min.	\$4.72	\$6.46
	Home and Community, 3 person group (BHP)	15 min.	\$3.23	\$4.95
	Home and Community, 4 person group (BHP)	15 min.	\$2.49	\$4.22
	Home and Community, One-to-One (Bachelor's)	15 min.	\$8.94	\$14.93
	Home and Community, 2 person group (Bachelor's)	15 min.	\$4.72	\$8.30
	Home and Community, 3 person group (Bachelor's)	15 min.	\$3.23	\$6.21
	Home and Community, 4 person group (Bachelor's)	15 min.	\$2.49	\$5.19
Specialized Children's Habilitative Services	Center- and School-Based, One-to-One (BHP)	15 min.	\$12.34	\$14.09
	Center- and School-Based, 2 person group (BHP)	15 min.	\$6.42	\$7.97
	Center- and School-Based, 3 person group (BHP)	15 min.	\$4.36	\$6.04
	Center- and School-Based, 4 person group (BHP)	15 min.	\$3.33	\$5.11
	Center- and School-Based, One-to-One (Bachelor's)	15 min.	\$12.34	\$17.57
	Center- and School-Based, 2 person group (Bachelor's)	15 min.	\$6.42	\$9.72
	Center- and School-Based, 3 person group (Bachelor's)	15 min.	\$4.36	\$7.24
	Center- and School-Based, 4 person group (Bachelor's)	15 min.	\$3.33	\$6.03
	Home and Community, One-to-One (BHP)	15 min.	\$12.34	\$14.91
	Home and Community, 2 person group (BHP)	15 min.	\$6.42	\$8.29
	Home and Community, 3 person group (BHP)	15 min.	\$4.36	\$6.21
	Home and Community, 4 person group (BHP)	15 min.	\$3.33	\$5.21
	Home and Community, One-to-One (Bachelor's)	15 min.	\$12.34	\$18.58
	Home and Community, 2 person group (Bachelor's)	15 min.	\$6.42	\$10.14
	Home and Community, 3 person group (Bachelor's)	15 min.	\$4.36	\$7.48
	Home and Community, 4 person group (Bachelor's)	15 min.	\$3.33	\$6.19
Children's Habilitative Services, BCBA	15 min.		\$16.57	new service

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

Service	Unit	Current	Final Rates	Comments	
Section 65					
Outpatient Therapy	Agency, Psychologist, One-to-One	15 min.	\$21.00	\$25.44	Rates apply to both mental health and substance abuse agencies and cover comprehensive assessment and therapy as well as co-occurring cases and deaf and home-based services.
	Agency, Psychologist, Group of 2 to 4	15 min.		\$8.90	
	Agency, Psychologist, Group of 5 to 7	15 min.	\$5.25	\$5.33	
	Agency, Psychologist, Group of 8 or More	15 min.		\$4.48	
	Agency, LCSW/ LCPC/ LMFT/ APRN, One-to-One	15 min.	\$21.00	\$21.41	
	Agency, LCSW/ LCPC/ LMFT/ APRN, Group of 2 to 4	15 min.		\$7.65	
	Agency, LCSW/ LCPC/ LMFT/ APRN, Group of 5 to 7	15 min.	\$5.25	\$4.69	
	Agency, LCSW/ LCPC/ LMFT/ APRN, Group of 8 or More	15 min.		\$3.99	
	Agency, LADC, One-to-One	15 min.	\$20.00	\$17.84	
	Agency, LADC, Group of 2 to 4	15 min.		\$6.54	
	Agency, LADC, Group of 5 to 7	15 min.	\$9.00	\$4.12	
	Agency, LADC, Group of 8 or More	15 min.		\$3.54	
	Agency, CADC, One-to-One	15 min.	\$14.50	\$16.51	
	Agency, CADC, Group of 2 to 4	15 min.		\$6.13	
	Agency, CADC, Group of 5 to 7	15 min.	\$7.00	\$3.90	
	Agency, CADC, Group of 8 or More	15 min.		\$3.38	
	Independent Psychologist, One-to-One	15 min.	\$22.00	\$23.11	
	Independent Psychologist, Group of 2 to 4	15 min.		\$7.26	
	Independent Psychologist, Group of 5 to 7	15 min.	\$5.50	\$3.82	
	Independent Psychologist, Group of 8 or More	15 min.		\$2.98	
Independent LCSW/ LCPC/ LMFT/ APRN, One-to-One	15 min.	\$13.75	\$18.22		
Independent LCSW/ LCPC/ LMFT/ APRN, Group of 2 to 4	15 min.		\$5.75		
Independent LCSW/ LCPC/ LMFT/ APRN, Group of 5 to 7	15 min.	\$3.44	\$3.04		
Independent LCSW/ LCPC/ LMFT/ APRN, Group of 8 or More	15 min.		\$2.37		
Intensive Outpatient Services	Day	\$100.00	\$109.14		
Medication Management, Adults, Phys Asst/Nurse Prac.	15 min.	\$55.77	\$30.98		
Medication Management, Adults, Physician	15 min.		\$61.94		
Medication Management, Children, Phys Asst/Nurse Prac.	15 min.	\$63.75	\$33.38		
Medication Management, Children, Physician	15 min.		\$66.77		
Neuropsychological and Psychological Testing, Physician/Psychologist	Hour	\$79.20	\$86.99		
Neuropsychological and Psychological Testing, Psychological Examiner	Hour	\$50.22	\$54.22		
Children's Home and Community Treatment	Bachelor's	15 min.	\$14.36	\$14.19	
	Master's	15 min.	\$23.28	\$17.74	
	Functional Family Therapy	15 min.	\$28.74		proposed changes to FFT, MST, and MST-PSB services have been withdrawn
	Multi-System Therapy	15 min.	\$31.07		
	MST, Problem Sexualized Behavior	15 min.	\$38.73		
Children's Behavioral Health Day Treatment	BHP, One-to-One	15 min.	\$14.65	\$9.87	current rates are based on one hour units, but are presented as the 15-minute equivalent for comparative purposes
	BHP, Group of 2	15 min.	\$7.33	\$5.79	
	BHP, Group of 3	15 min.	\$4.88	\$4.51	
	BHP, Group of 4	15 min.	\$3.66	\$3.90	
	Bachelor's, One-to-One	15 min.	\$14.65	\$13.13	as of the date of publication, the final proposed rates will not apply to preschool programs, pending additional discussion
	Bachelor's, Group of 2	15 min.	\$7.33	\$7.43	
	Bachelor's, Group of 3	15 min.	\$4.88	\$5.64	
	Bachelor's, Group of 4	15 min.	\$3.66	\$4.77	
	Master's, One-to-One	15 min.	\$23.75	\$16.62	
	Master's, Group of 2	15 min.	\$11.88	\$9.21	
Master's, Group of 3	15 min.	\$7.92	\$6.78		
Master's, Group of 4	15 min.	\$5.94	\$5.59		
Children's Assertive Community Treatment	Day	By Report		no new rate being proposed at this time	

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

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Targeted Case Management

	Unit of Service	15 Minutes
Case Manager Wages and Benefits	<i>Wages</i>	
	Case Manager Hourly Wage	\$20.46
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	23.6%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.29
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time (Between Members)	4.39
	- Coordination and Collateral Contacts (non-billable)	0.88
	- Missed Appointments	0.88
	- Recordkeeping and Reporting	4.39
	- Employer and One-on-One Supervision Time	1.32
	- Training	1.00
	- Paid time off	3.85
"Billable" Hours	23.29	
Productivity Adjustment	1.72	
Case Mgr. Cost After Productivity Adj. per Billable Hour	\$43.50	
Case Mgr. Mileage	- Number of Miles Traveled per Week	175
	- Amount per Mile	\$0.535
	Weekly Mileage Cost	\$93.63
	Mileage Cost per Billable Hour	\$4.02
Case Mgr. Office Space	- Square Feet of Office Space	100
	- Annual Cost per Square Foot	\$15.00
	Annual Cost of Office Space	\$1,500.00
	Office Space Cost per Billable Hour	\$1.24
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$48.76
	- Program Support Funding per Day	\$25.00
	Program Support Cost per Billable Hour	\$5.37
	- Administration Percent	15.0%
Administrative Cost per Billable Hour	\$9.55	
	Total Cost per Billable Hour	\$63.68
	Rate per 15 Minutes	\$15.92
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>		
	Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$16.16
	Indirect Costs as Percent of Total	25.4%

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Community Integration

	Unit of Service	15 Minutes
MHRT/C Wages and Benefits	<i>Wages</i>	
	MHRT/C Hourly Wage	\$19.18
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	24.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.86
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time (Between Members)	4.39
	- Coordination and Collateral Contacts (non-billable)	0.88
	- Missed Appointments	0.88
	- Recordkeeping and Reporting	4.39
	- Employer and One-on-One Supervision Time	1.32
	- Training	1.00
	- Paid time off	3.85
"Billable" Hours	23.29	
Productivity Adjustment	1.72	
	MHRT/C Cost After Productivity Adj. per Billable Hour	\$41.04
MHRT/C Mileage	- Number of Miles Traveled per Week	175
	- Amount per Mile	\$0.535
	Weekly Mileage Cost	\$93.63
	Mileage Cost per Billable Hour	\$4.02
MHRT/C Office Space	- Square Feet of Office Space	100
	- Annual Cost per Square Foot	\$15.00
	Annual Cost of Office Space	\$1,500.00
	Office Space Cost per Billable Hour	\$1.24
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$46.30
	- Program Support Funding per Day	\$25.00
	Program Support Cost per Billable Hour	\$5.37
	- Administration Percent	15.0%
	Administrative Cost per Billable Hour	\$9.12
	Total Cost per Billable Hour	\$60.79
	- Service Provider Tax Rate	6.0%
	Service Provider Tax Cost per Billable Hour	\$3.65
	Rate per 15 Minutes	\$16.11
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>		
	Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$15.73
	Indirect Costs as Percent of Total (Without Service Provider Tax)	25.9%

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Daily Living Support Services

	Unit of Service	15 Minutes
MHRT I Wages and Benefits	<i>Wages</i>	
	MHRT I Hourly Wage	\$14.18
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	29.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.32
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time (Between Members)	1.76
	- Missed Appointments	0.88
	- Participating in Assessments and Planning Meetings	0.22
	- Recordkeeping and Reporting	0.88
	- Employer and One-on-One Supervision Time	1.32
	- Training	1.00
	- Paid time off	3.85
"Billable" Hours	30.10	
Productivity Adjustment	1.33	
	MHRT I Cost After Productivity Adj. per Billable Hour	\$24.37
MHRT I Mileage	- Number of Miles Traveled per Week	100
	- Amount per Mile	\$0.535
	Weekly Mileage Cost	\$53.50
	Mileage Cost per Billable Hour	\$1.78
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$26.15
	- Program Support Funding per Day	\$25.00
	Program Support Cost per Billable Hour	\$4.15
	- Administration Percent	15.0%
	Administrative Cost per Billable Hour	\$5.35
	Total Cost per Billable Hour	\$35.65
	- Service Provider Tax Rate	6.0%
	Service Provider Tax Cost per Billable Hour	\$2.14
	Rate per 15 Minutes	\$9.45
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>		
	Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$9.50
	Indirect Costs as Percent of Total (Without Service Provider Tax)	26.6%

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Skills Development

		One-to-One	Group of 2	Group of 3	Group of 4
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
MHRT/C Wages and Benefits	<i>Wages</i>				
	MHRT/C Hourly Wage	\$19.18	\$19.18	\$19.18	\$19.18
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	24.4%	24.4%	24.4%	24.4%
	Hourly MHRT/C Cost Before Productivity Adj. (wages + benefits)	\$23.86	\$23.86	\$23.86	\$23.86
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Members)	1.76	1.76	1.76	1.76
	- Missed Appointments	0.88	-	-	-
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.88
	- Recordkeeping and Reporting	1.76	2.20	2.64	3.08
	- Employer and One-on-One Supervision Time	1.32	1.32	1.32	1.32
	- Training	1.00	1.00	1.00	1.00
	- Paid time off	3.85	3.85	3.85	3.85
"Billable" Hours	29.22	29.44	28.78	28.12	
Productivity Adjustment	1.37	1.36	1.39	1.42	
MHRT/C Cost After Productivity Adj. per Billable Hour	\$32.69	\$32.45	\$33.17	\$33.88	
MHRT/C Mileage	- Number of Miles Traveled per Week	100	100	100	100
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535
	Weekly Mileage Cost	\$53.50	\$53.50	\$53.50	\$53.50
	Mileage Cost per Billable Hour	\$1.83	\$1.82	\$1.86	\$1.90
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$34.52	\$34.27	\$35.03	\$35.78
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$4.28	\$8.49	\$13.03	\$17.78
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$6.85	\$7.55	\$8.48	\$9.45
Total Cost per Billable Hour		\$45.65	\$50.31	\$56.54	\$63.01
- Service Provider Tax Rate		6.0%	6.0%	6.0%	6.0%
Service Provider Tax Cost per Billable Hour		\$2.74	\$3.02	\$3.39	\$3.78
Rate per Member per 15 Minutes		\$12.10	\$6.67	\$4.99	\$4.17
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>					
Cost per Billable Hour Other Than Direct Care Staff and Mileage		\$11.13	\$16.04	\$21.51	\$27.23
Indirect Costs as Percent of Total (Without Service Provider Tax)		24.4%	31.9%	38.0%	43.2%

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Day Support Services

	Unit of Service	Hour
MHRT/C Wages and Benefits	<i>Wages</i>	
	MHRT/C Hourly Wage	\$19.18
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	24.4%
	Hourly MHRT/C Cost Before Productivity Adj. (wages + benefits)	\$23.86
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Participating in Assessments and Planning Meetings	0.66
	- Program Set-Up/ Clean-Up	0.88
	- Recordkeeping and Reporting	1.32
	- Employer and One-on-One Supervision Time	1.32
	- Training	1.00
	- Paid time off	3.85
	"Billable" Hours	30.98
	Productivity Adjustment	1.29
	Hourly MHRT/C Cost per Billable Hour	\$30.78
<i>Staffing Ratio</i>		
- Group Size in Facility (Members per MHRT/C)	4.0	
- Member Attendance Rate	80%	
- Adjusted Weighted Avg. of Number of Members per MHRT/C	3.20	
MHRT/C Cost per Member per Billable Hour	\$9.62	
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	100.0
	- Annual Cost per Square Foot	\$15.00
	Annual Facility Cost per Member	\$1,500.00
	Facility Cost per Member per Billable Hour	\$1.88
Supplies	- Cost of Supplies per Member per Day	\$1.00
	Supply Cost per Member per Billable Hour	\$0.25
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$11.75
	- Program Support Funding per Member Day	\$25.00
	Program Support Cost per Billable Hour	\$6.25
	- Administration Percent	15.0%
Administrative Cost per Billable Hour	\$3.18	
	Total Cost per Member per Billable Hour	\$21.18
	- Service Provider Tax Rate	6.0%
	Service Provider Tax Cost per Billable Hour	\$1.27
	Rate per Member per Hour	\$22.45
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>		
	Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$11.56
	Indirect Costs as Percent of Total (Without Service Provider Tax)	54.6%

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Community Rehabilitation Services

	Unit of Service	Day
MHRT I Wages and Benefits	<i>Wages</i>	
	MHRT I Hourly Wage	\$14.18
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	29.2%
	Hourly Wage and Benefit Cost Before Productivity	\$18.32
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Training	1.00
	- Paid time off	3.85
	"Billable" Hours	35.15
	Productivity Adjustment	1.14
	Hourly MHRT/C Cost per Billable Hour	\$20.88
	- Number of Hours of MHRT I Coverage per Week	84
Weekly Cost of MHRT I	\$1,753.92	
MHRT/C Wages and Benefits	<i>Wages</i>	
	MHRT/C Hourly Wage	\$19.18
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	24.4%
	Hourly Wage and Benefit Cost Before Productivity	\$23.86
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Training	1.00
	- Paid time off	3.85
	"Billable" Hours	35.15
	Productivity Adjustment	1.14
	Hourly MHRT/C Cost per Billable Hour	\$27.20
	- Number of Hours of MHRT/C Coverage per Week	40
Weekly Cost of MHRT/C	\$1,088.00	
Direct Staff Mileage	- Number of Miles Traveled per Week	150
	- Amount per Mile	\$0.535
	Weekly Mileage Cost	\$80.25
Admin. and Prog. Support	Weekly Cost Before Admin. and Support	\$2,922.17
	- Number of Members per Direct Staff	6
	Weekly Cost per Member Before Admin. and Support	\$487.03
	Daily Cost per Member Before Admin. and Support	\$69.58
	Program Support Cost per Day	\$25.00
	- Administration Percent	15.0%
Administrative Cost per Day	\$16.69	
	Total Cost per Member per Day	\$111.27
	- Service Provider Tax Rate	6.0%
	Service Provider Tax Cost per Day	\$6.68
	Rate per Member per Day	\$117.95
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>		
	Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$41.69
	Indirect Costs as Percent of Total (Without Service Provider Tax)	37.5%

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Assertive Community Treatment

		Psychiatrist Team Lead	Other Team Lead
	Unit of Service	Week	Week
Psychiatrist	- Hourly Wage	\$111.69	\$111.69
	- Benefit Rate (as a percent of wages)	10.5%	10.5%
	Annual Cost of Wages and Benefits	\$256,708.30	\$256,708.30
	- Number of Members per Psychiatrist	40	100
	Annual Psychiatrist Cost per Member	\$6,417.71	\$2,567.08
LCSW/LCPC	- Hourly Wage	\$27.75	\$27.75
	- Benefit Rate (as a percent of wages)	20.2%	20.2%
	Annual Cost of Wages and Benefits	\$69,379.44	\$69,379.44
	- Number of Members per LCSW/LCPC	100	40
Annual LCSW/LCPC Cost per Member	\$693.79	\$1,734.49	
MHRT/C	- Hourly Wage	\$19.18	\$19.18
	- Benefit Rate (as a percent of wages)	24.4%	24.4%
	Annual Cost of Wages and Benefits	\$49,628.63	\$49,628.63
	- Number of Members per MHRT/C	20	20
Annual MHRT/C Cost per Member	\$2,481.43	\$2,481.43	
Registered Nurse	- Hourly Wage	\$30.21	\$30.21
	- Benefit Rate (as a percent of wages)	19.5%	19.5%
	Annual Cost of Wages and Benefits	\$75,089.98	\$75,089.98
	Number of Members per Registered Nurse	50	50
Annual Registered Nurse Cost per Member	\$1,501.80	\$1,501.80	
Rehab. Counselor/ Employ. Spec.	- Hourly Wage	\$17.54	\$17.54
	- Benefit Rate (as a percent of wages)	25.7%	25.7%
	Annual Cost of Wages and Benefits	\$45,859.38	\$45,859.38
	Number of Members per Rehabilitation Counselor/Employment Specialist	50	50
Annual Rehab. Counselor/Employment Specialist Cost per Member	\$917.19	\$917.19	
Certified Peer Support Spec.	- Hourly Wage	\$12.00	\$12.00
	- Benefit Rate (as a percent of wages)	32.5%	32.5%
	Annual Cost of Wages and Benefits	\$33,072.00	\$33,072.00
	Number of Members per Certified Intentional Peer Support Specialist	100	100
Annual Certified Intentional Peer Support Specialist Cost per Member	\$330.72	\$330.72	
Substance Abuse Counselor	- Hourly Wage	\$20.59	\$20.59
	- Benefit Rate (as a percent of wages)	23.5%	23.5%
	Annual Cost of Wages and Benefits	\$52,891.59	\$52,891.59
	Number of Members per Certified Intentional Peer Support Specialist	75	75
Annual Substance Abuse Counselor Cost per Member	\$705.22	\$705.22	
Mileage	- Number of Miles Traveled per Week per Member	25	25
	- Amount per Mile	\$0.535	\$0.535
	Annual Mileage Cost per Member	\$695.50	\$695.50
Admin. and Prog. Support	Annual Cost per Member Before Administration and Program Support	\$13,743.36	\$10,933.43
	- Program Support Funding per Day	\$25.00	\$25.00
	Annual Program Support Cost (at 250 service days)	\$6,250.00	\$6,250.00
	- Administration Percent	15.0%	15.0%
	Annual Administrative Cost per Member	\$3,528.24	\$3,032.37
	Total Annual Cost per Member	\$23,521.60	\$20,215.80
	Total Weekly Cost per Member	\$452.34	\$388.77
	- Service Provider Tax Rate	6.0%	6.0%
	Service Provider Tax Cost per Week	\$27.14	\$23.33
	Rate per Member per Week	\$479.48	\$412.10
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>			
	Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$188.04	\$178.51
	Indirect Costs as Percent of Total (Without Service Provider Tax)	41.6%	45.9%

**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 Group Services

		WRAP	Recovery Workbook	TREM	DBT
Unit of Service		Session	Session	Session	Session
Direct Staff Wages and Benefits	<u>Peer Specialist</u>				
	<i>Wages</i>				
	Peer Specialist Hourly Wage	\$12.00	\$12.00	\$12.00	\$12.00
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	32.5%	32.5%	32.5%	32.5%
	Hourly Peer Specialist Cost Before Productivity Adj. (wages + benefits)	\$15.90	\$15.90	\$15.90	\$15.90
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Employer and One-on-One Supervision Time	1.28	1.28	1.28	1.28
	- Training	2.00	2.00	2.00	2.00
	- Paid time off	3.85	3.85	3.85	3.85
	"Billable" Hours	32.87	32.87	32.87	32.87
	Productivity Adjustment	1.22	1.22	1.22	1.22
	Peer Specialist Cost After Productivity Adj. per Billable Hour	\$19.40	\$19.40	\$19.40	\$19.40
	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	\$155.20	\$77.60	\$63.05	\$87.30
	<u>Other Qualified Staff</u>				
	<i>Wages</i>				
	Other Qualified Staff Hourly Wage		\$14.18	\$14.18	\$14.18
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)		29.2%	29.2%	29.2%
	Hourly Other Qual. Staff Cost Before Productivity Adj. (wages + benefits)		\$18.32	\$18.32	\$18.32
	<i>Productivity Assumptions</i>				
	Total Hours		40.00	40.00	40.00
	- Employer and One-on-One Supervision Time		1.28	1.28	1.28
	- Training		2.00	2.00	2.00
	- Paid time off		3.85	3.85	3.85
	"Billable" Hours		32.87	32.87	32.87
	Productivity Adjustment		1.22	1.22	1.22
Other Qualified Staff Cost After Productivity Adj. per Billable Hour		\$22.35	\$22.35	\$22.35	
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	\$89.40	\$72.64	\$100.58	
Total Cost of Direct Care Staff per Session	\$155.20	\$167.00	\$135.69	\$187.88	
Admin. and Prog. Support	Cost per Session Before Admin. and Support	\$155.20	\$167.00	\$135.69	\$187.88
	- Number of Attendees per Session	6	6	6	6
	Session Cost per Member Before Admin. and Support	\$25.87	\$27.83	\$22.62	\$31.31
	Program Support Cost per Member per Day (Session)	\$25.00	\$25.00	\$25.00	\$25.00
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Member per Session	\$8.98	\$9.32	\$8.40	\$9.94
Total Cost per Member per Session	\$59.85	\$62.15	\$56.02	\$66.25	
- Service Provider Tax Rate	6.0%	6.0%	6.0%	6.0%	
Service Provider Tax Cost per Session	\$3.59	\$3.73	\$3.36	\$3.98	
Rate per Member per Session	\$63.44	\$65.88	\$59.38	\$70.23	
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>					
Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$33.98	\$34.32	\$33.40	\$34.94	
Indirect Costs as Percent of Total (Without Service Provider Tax)	56.8%	55.2%	59.6%	52.7%	

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 Habilitative Services, Center- and School-Based, 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	<i>Wages</i>				
	BHP Hourly Wage	\$15.04	\$15.04	\$15.04	\$15.04
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	28.1%	28.1%	28.1%	28.1%
	Hourly BHP Cost Before Productivity Adj. (wages + benefits)	\$19.27	\$19.27	\$19.27	\$19.27
	<i>Productivity Assumptions</i>				
	Total Hours	36.00	36.00	36.00	36.00
	- Missed Appointments	0.44	-	-	-
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.88
	- Recordkeeping and Reporting	4.38	4.82	5.26	5.69
	- Employer and One-on-One Supervision Time	1.31	1.31	1.31	1.31
	- Training	1.00	1.00	1.00	1.00
	- Paid time off	3.46	3.46	3.46	3.46
	"Billable" Hours	25.19	24.97	24.31	23.66
Productivity Adjustment	1.43	1.44	1.48	1.52	
BHP Cost After Productivity Adj. per Billable Hour	\$27.56	\$27.75	\$28.52	\$29.29	
Facility	- Square Feet of Service Space (35 sq. ft. per child and per staff)	70	105	140	175
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Service Space Cost	\$1,050.00	\$1,575.00	\$2,100.00	\$2,625.00
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000
Service Space Cost per Billable Hour	\$1.05	\$1.58	\$2.10	\$2.63	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$28.61	\$29.33	\$30.62	\$31.92
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$4.96	\$10.01	\$15.42	\$21.14
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$5.92	\$6.94	\$8.12	\$9.36
Total Cost per Billable Hour	\$39.49	\$46.28	\$54.16	\$62.42	
- Service Provider Tax Rate	6.0%	6.0%	6.0%	6.0%	
Service Provider Tax Cost per Hour	\$2.37	\$2.78	\$3.25	\$3.75	
Rate per Member per Hour	\$41.86	\$49.06	\$57.41	\$66.17	
Rate per Member per 15 Minutes	\$10.47	\$6.13	\$4.78	\$4.14	
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>					
Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$11.93	\$18.53	\$25.64	\$33.13	
Indirect Costs as Percent of Total (Without Service Provider Tax)	30.2%	40.0%	47.3%	53.1%	

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

Final Rate Models

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Children's Habilitative Services, Center- and School-Based, Bachelor's

		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	<i>Wages</i>				
	BHP Hourly Wage	\$22.02	\$22.02	\$22.02	\$22.02
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	22.7%	22.7%	22.7%	22.7%
	Hourly BHP Cost Before Productivity Adj. (wages + benefits)	\$27.02	\$27.02	\$27.02	\$27.02
	<i>Productivity Assumptions</i>				
	Total Hours	36.00	36.00	36.00	36.00
	- Missed Appointments	0.44	-	-	-
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.88
	- Recordkeeping and Reporting	4.38	4.82	5.26	5.69
	- Employer and One-on-One Supervision Time	1.31	1.31	1.31	1.31
	- Training	1.00	1.00	1.00	1.00
	- Paid time off	3.46	3.46	3.46	3.46
	"Billable" Hours	25.19	24.97	24.31	23.66
Productivity Adjustment	1.43	1.44	1.48	1.52	
BHP Cost After Productivity Adj. per Billable Hour	\$38.64	\$38.91	\$39.99	\$41.07	
Facility	- Square Feet of Service Space (35 sq. ft. per child and per staff)	70	105	140	175
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Service Space Cost	\$1,050.00	\$1,575.00	\$2,100.00	\$2,625.00
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000
Service Space Cost per Billable Hour	\$1.05	\$1.58	\$2.10	\$2.63	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$39.69	\$40.49	\$42.09	\$43.70
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$4.96	\$10.01	\$15.42	\$21.14
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$7.88	\$8.91	\$10.15	\$11.44
Total Cost per Billable Hour	\$52.53	\$59.41	\$67.66	\$76.28	
- Service Provider Tax Rate	6.0%	6.0%	6.0%	6.0%	
Service Provider Tax Cost per Hour	\$3.15	\$3.56	\$4.06	\$4.58	
Rate per Member per Hour	\$55.68	\$62.97	\$71.72	\$80.86	
Rate per Member per 15 Minutes	\$13.92	\$7.87	\$5.98	\$5.05	
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>					
Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$13.89	\$20.50	\$27.67	\$35.21	
Indirect Costs as Percent of Total (Without Service Provider Tax)	26.4%	34.5%	40.9%	46.2%	

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

Final Rate Models

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Children's Habilitative Services, Home and Community, 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	<i>Wages</i>				
	BHP Hourly Wage	\$15.04	\$15.04	\$15.04	\$15.04
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	28.1%	28.1%	28.1%	28.1%
	Hourly BHP Cost Before Productivity Adj. (wages + benefits)	\$19.27	\$19.27	\$19.27	\$19.27
	<i>Productivity Assumptions</i>				
	Total Hours	38.00	38.00	38.00	38.00
	- Travel Time (Between Members)	1.76	1.76	1.76	1.76
	- Missed Appointments	0.44	-	-	-
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.88
	- Recordkeeping and Reporting	4.39	4.83	5.27	5.70
	- Employer and One-on-One Supervision Time	1.32	1.32	1.32	1.32
	- Training	1.00	1.00	1.00	1.00
	- Paid time off	3.65	3.65	3.65	3.65
"Billable" Hours	25.23	25.01	24.35	23.70	
Productivity Adjustment	1.51	1.52	1.56	1.60	
BHP Cost After Productivity Adj. per Billable Hour	\$29.10	\$29.29	\$30.06	\$30.83	
BHP Mileage	- Number of Miles Traveled per Week	100	100	100	100
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535
	Weekly Mileage Cost	\$53.50	\$53.50	\$53.50	\$53.50
	Mileage Cost per Billable Hour	\$2.12	\$2.14	\$2.20	\$2.26
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$31.22	\$31.43	\$32.26	\$33.09
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$4.95	\$10.00	\$15.40	\$21.10
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$6.38	\$7.31	\$8.41	\$9.56
Total Cost per Billable Hour		\$42.55	\$48.74	\$56.07	\$63.75
- Service Provider Tax Rate		6.0%	6.0%	6.0%	6.0%
Service Provider Tax Cost per Hour		\$2.55	\$2.92	\$3.36	\$3.83
Rate per Member per Hour		\$45.10	\$51.66	\$59.43	\$67.58
Rate per Member per 15 Minutes		\$11.28	\$6.46	\$4.95	\$4.22
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>					
Cost per Billable Hour Other Than Direct Care Staff and Mileage		\$11.33	\$17.31	\$23.81	\$30.66
Indirect Costs as Percent of Total (Without Service Provider Tax)		26.6%	35.5%	42.5%	48.1%

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		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	<i>Wages</i>				
	BHP Hourly Wage	\$22.02	\$22.02	\$22.02	\$22.02
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	22.7%	22.7%	22.7%	22.7%
	Hourly BHP Cost Before Productivity Adj. (wages + benefits)	\$27.02	\$27.02	\$27.02	\$27.02
	<i>Productivity Assumptions</i>				
	Total Hours	38.00	38.00	38.00	38.00
	- Travel Time (Between Members)	1.76	1.76	1.76	1.76
	- Missed Appointments	0.44	-	-	-
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.88
	- Recordkeeping and Reporting	4.39	4.83	5.27	5.70
	- Employer and One-on-One Supervision Time	1.32	1.32	1.32	1.32
	- Training	1.00	1.00	1.00	1.00
	- Paid time off	3.65	3.65	3.65	3.65
"Billable" Hours	25.23	25.01	24.35	23.70	
Productivity Adjustment	1.51	1.52	1.56	1.60	
BHP Cost After Productivity Adj. per Billable Hour	\$40.80	\$41.07	\$42.15	\$43.23	
BHP Mileage	- Number of Miles Traveled per Week	100	100	100	100
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535
	Weekly Mileage Cost	\$53.50	\$53.50	\$53.50	\$53.50
	Mileage Cost per Billable Hour	\$2.12	\$2.14	\$2.20	\$2.26
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$42.92	\$43.21	\$44.35	\$45.49
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$4.95	\$10.00	\$15.40	\$21.10
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$8.45	\$9.39	\$10.54	\$11.75
Total Cost per Billable Hour		\$56.32	\$62.60	\$70.29	\$78.34
- Service Provider Tax Rate		6.0%	6.0%	6.0%	6.0%
Service Provider Tax Cost per Hour		\$3.38	\$3.76	\$4.22	\$4.70
Rate per Member per Hour		\$59.70	\$66.36	\$74.51	\$83.04
Rate per Member per 15 Minutes		\$14.93	\$8.30	\$6.21	\$5.19
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>					
Cost per Billable Hour Other Than Direct Care Staff and Mileage		\$13.40	\$19.39	\$25.94	\$32.85
Indirect Costs as Percent of Total (Without Service Provider Tax)		23.8%	31.0%	36.9%	41.9%

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Final Rate Models

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Specialized Children's Habilitative Services, Center- and School-Based, 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	<i>Wages</i>				
	BHP Hourly Wage	\$15.04	\$15.04	\$15.04	\$15.04
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	28.1%	28.1%	28.1%	28.1%
	Hourly BHP Cost Before Productivity Adj. (wages + benefits)	\$19.27	\$19.27	\$19.27	\$19.27
	<i>Productivity Assumptions</i>				
	Total Hours	36.00	36.00	36.00	36.00
	- Missed Appointments	0.43	-	-	-
	- Participating in Assessments and Planning Meetings	0.22	0.43	0.65	0.87
	- Recordkeeping and Reporting	4.35	4.78	5.22	5.65
	- Employer and One-on-One Supervision Time	1.30	1.30	1.30	1.30
	- Training	1.25	1.25	1.25	1.25
	- Paid time off	3.46	3.46	3.46	3.46
	"Billable" Hours	24.99	24.77	24.12	23.47
Productivity Adjustment	1.44	1.45	1.49	1.53	
BHP Cost After Productivity Adj. per Billable Hour	\$27.75	\$27.94	\$28.71	\$29.48	
Facility	- Square Feet of Service Space (35 sq. ft. per child and per staff)	70	105	140	175
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Service Space Cost	\$1,050.00	\$1,575.00	\$2,100.00	\$2,625.00
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000
Service Space Cost per Billable Hour	\$1.05	\$1.58	\$2.10	\$2.63	
BCBA Support	- Hourly Wage of BCBA	\$36.19	\$36.19	\$36.19	\$36.19
	- Benefit Rate (as a percent of wages)	18.0%	18.0%	18.0%	18.0%
	Annual Cost of Wages and Benefits	\$88,824.74	\$88,824.74	\$88,824.74	\$88,824.74
	Number of BHPs per BCBA	6	6	6	6
	Weekly BCBA Cost per BHP	\$284.69	\$284.69	\$284.69	\$284.69
BCBA Cost per Billable Hour	\$11.39	\$11.49	\$11.80	\$12.13	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$40.19	\$41.01	\$42.61	\$44.24
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$5.00	\$10.09	\$15.55	\$21.31
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
Administrative Cost per Billable Hour	\$7.97	\$9.02	\$10.26	\$11.57	
Total Cost per Billable Hour	\$53.16	\$60.12	\$68.42	\$77.12	
- Service Provider Tax Rate	6.0%	6.0%	6.0%	6.0%	
Service Provider Tax Cost per Hour	\$3.19	\$3.61	\$4.11	\$4.63	
Rate per Member per Hour	\$56.35	\$63.73	\$72.53	\$81.75	
Rate per Member per 15 Minutes	\$14.09	\$7.97	\$6.04	\$5.11	

Costs Other Than Direct Care Staff and Mileage (Informational Only)

Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$25.41	\$32.18	\$39.71	\$47.64
Indirect Costs as Percent of Total (Without Service Provider Tax)	47.8%	53.5%	58.0%	61.8%

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Specialized Children's Habilitative Services, Center- and School-Based, Bachelor's

		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	<i>Wages</i>				
	BHP Hourly Wage	\$22.02	\$22.02	\$22.02	\$22.02
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	22.7%	22.7%	22.7%	22.7%
	Hourly BHP Cost Before Productivity Adj. (wages + benefits)	\$27.02	\$27.02	\$27.02	\$27.02
	<i>Productivity Assumptions</i>				
	Total Hours	36.00	36.00	36.00	36.00
	- Missed Appointments	0.43	-	-	-
	- Participating in Assessments and Planning Meetings	0.22	0.43	0.65	0.87
	- Recordkeeping and Reporting	4.35	4.78	5.22	5.65
	- Employer and One-on-One Supervision Time	1.30	1.30	1.30	1.30
	- Training	1.25	1.25	1.25	1.25
	- Paid time off	3.46	3.46	3.46	3.46
	"Billable" Hours	24.99	24.77	24.12	23.47
Productivity Adjustment	1.44	1.45	1.49	1.53	
BHP Cost After Productivity Adj. per Billable Hour	\$38.91	\$39.18	\$40.26	\$41.34	
Facility	- Square Feet of Service Space (35 sq. ft. per child and per staff)	70	105	140	175
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Service Space Cost	\$1,050.00	\$1,575.00	\$2,100.00	\$2,625.00
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000
Service Space Cost per Billable Hour	\$1.05	\$1.58	\$2.10	\$2.63	
BCBA Support	- Hourly Wage of BCBA	\$36.19	\$36.19	\$36.19	\$36.19
	- Benefit Rate (as a percent of wages)	18.0%	18.0%	18.0%	18.0%
	Annual Cost of Wages and Benefits	\$88,824.74	\$88,824.74	\$88,824.74	\$88,824.74
	Number of BHPs per BCBA	6	6	6	6
	Weekly BCBA Cost per BHP	\$284.69	\$284.69	\$284.69	\$284.69
BCBA Cost per Billable Hour	\$11.39	\$11.49	\$11.80	\$12.13	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$51.35	\$52.25	\$54.16	\$56.10
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$5.00	\$10.09	\$15.55	\$21.31
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
Administrative Cost per Billable Hour	\$9.94	\$11.00	\$12.30	\$13.66	
Total Cost per Billable Hour	\$66.29	\$73.34	\$82.01	\$91.07	
- Service Provider Tax Rate	6.0%	6.0%	6.0%	6.0%	
Service Provider Tax Cost per Hour	\$3.98	\$4.40	\$4.92	\$5.46	
Rate per Member per Hour	\$70.27	\$77.74	\$86.93	\$96.53	
Rate per Member per 15 Minutes	\$17.57	\$9.72	\$7.24	\$6.03	

Costs Other Than Direct Care Staff and Mileage (Informational Only)

Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$27.38	\$34.16	\$41.75	\$49.73
Indirect Costs as Percent of Total (Without Service Provider Tax)	41.3%	46.6%	50.9%	54.6%

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 Habilitative Services, Home and Community, 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	<i>Wages</i>				
	BHP Hourly Wage	\$15.04	\$15.04	\$15.04	\$15.04
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	28.1%	28.1%	28.1%	28.1%
	Hourly BHP Cost Before Productivity Adj. (wages + benefits)	\$19.27	\$19.27	\$19.27	\$19.27
	<i>Productivity Assumptions</i>				
	Total Hours	38.00	38.00	38.00	38.00
	- Travel Time (Between Members)	1.74	1.74	1.74	1.74
	- Missed Appointments	0.44	-	-	-
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.65	0.87
	- Recordkeeping and Reporting	4.36	4.79	5.23	5.66
	- Employer and One-on-One Supervision Time	1.31	1.31	1.31	1.31
	- Training	1.25	1.25	1.25	1.25
	- Paid time off	3.65	3.65	3.65	3.65
"Billable" Hours	25.04	24.83	24.17	23.52	
Productivity Adjustment	1.52	1.53	1.57	1.62	
BHP Cost After Productivity Adj. per Billable Hour	\$29.29	\$29.48	\$30.25	\$31.22	
BHP Mileage	- Number of Miles Traveled per Week	100	100	100	100
	- Amount per Mile	\$0.540	\$0.540	\$0.540	\$0.540
	Weekly Mileage Cost	\$54.00	\$54.00	\$54.00	\$54.00
	Mileage Cost per Billable Hour	\$2.16	\$2.18	\$2.23	\$2.30
BCBA Support	- Hourly Wage of BCBA	\$36.19	\$36.19	\$36.19	\$36.19
	- Benefit Rate (as a percent of wages)	18.0%	18.0%	18.0%	18.0%
	Annual Cost of Wages and Benefits	\$88,824.74	\$88,824.74	\$88,824.74	\$88,824.74
	Number of BHPs per BCBA	6	6	6	6
	Weekly BCBA Cost per BHP	\$284.69	\$284.69	\$284.69	\$284.69
BCBA Cost per Billable Hour	\$11.37	\$11.47	\$11.78	\$12.10	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$42.82	\$43.13	\$44.26	\$45.62
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$4.99	\$10.07	\$15.51	\$21.26
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$8.44	\$9.39	\$10.55	\$11.80
Total Cost per Billable Hour	\$56.25	\$62.59	\$70.32	\$78.68	
- Service Provider Tax Rate	6.0%	6.0%	6.0%	6.0%	
Service Provider Tax Cost per Hour	\$3.38	\$3.76	\$4.22	\$4.72	
Rate per Member per Hour	\$59.63	\$66.35	\$74.54	\$83.40	
Rate per Member per 15 Minutes	\$14.91	\$8.29	\$6.21	\$5.21	

Costs Other Than Direct Care Staff and Mileage (Informational Only)

Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$24.80	\$30.93	\$37.84	\$45.16
Indirect Costs as Percent of Total (Without Service Provider Tax)	44.1%	49.4%	53.8%	57.4%

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 Habilitative Services, Home and Community, Bachelor's

		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	<i>Wages</i>				
	BHP Hourly Wage	\$22.02	\$22.02	\$22.02	\$22.02
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	22.7%	22.7%	22.7%	22.7%
	Hourly BHP Cost Before Productivity Adj. (wages + benefits)	\$27.02	\$27.02	\$27.02	\$27.02
	<i>Productivity Assumptions</i>				
	Total Hours	38.00	38.00	38.00	38.00
	- Travel Time (Between Members)	1.74	1.74	1.74	1.74
	- Missed Appointments	0.44	-	-	-
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.65	0.87
	- Recordkeeping and Reporting	4.36	4.79	5.23	5.66
	- Employer and One-on-One Supervision Time	1.31	1.31	1.31	1.31
	- Training	1.25	1.25	1.25	1.25
	- Paid time off	3.65	3.65	3.65	3.65
"Billable" Hours	25.04	24.83	24.17	23.52	
Productivity Adjustment	1.52	1.53	1.57	1.62	
BHP Cost After Productivity Adj. per Billable Hour	\$41.07	\$41.34	\$42.42	\$43.77	
BHP Mileage	- Number of Miles Traveled per Week	100	100	100	100
	- Amount per Mile	\$0.540	\$0.540	\$0.540	\$0.540
	Weekly Mileage Cost	\$54.00	\$54.00	\$54.00	\$54.00
	Mileage Cost per Billable Hour	\$2.16	\$2.18	\$2.23	\$2.30
BCBA Support	- Hourly Wage of BCBA	\$36.19	\$36.19	\$36.19	\$36.19
	- Benefit Rate (as a percent of wages)	18.0%	18.0%	18.0%	18.0%
	Annual Cost of Wages and Benefits	\$88,824.74	\$88,824.74	\$88,824.74	\$88,824.74
	Number of BHPs per BCBA	6	6	6	6
	Weekly BCBA Cost per BHP	\$284.69	\$284.69	\$284.69	\$284.69
BCBA Cost per Billable Hour	\$11.37	\$11.47	\$11.78	\$12.10	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$54.60	\$54.99	\$56.43	\$58.17
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$4.99	\$10.07	\$15.51	\$21.26
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$10.52	\$11.48	\$12.70	\$14.02
Total Cost per Billable Hour	\$70.11	\$76.54	\$84.64	\$93.45	
- Service Provider Tax Rate	6.0%	6.0%	6.0%	6.0%	
Service Provider Tax Cost per Hour	\$4.21	\$4.59	\$5.08	\$5.61	
Rate per Member per Hour	\$74.32	\$81.13	\$89.72	\$99.06	
Rate per Member per 15 Minutes	\$18.58	\$10.14	\$7.48	\$6.19	

Costs Other Than Direct Care Staff and Mileage (Informational Only)

Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$26.88	\$33.02	\$39.99	\$47.38
Indirect Costs as Percent of Total (Without Service Provider Tax)	38.3%	43.1%	47.2%	50.7%

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 Habilitative Services, BCBA

	Unit of Service	15 Minutes
BCBA Wages and Benefits	<i>Wages</i>	
	BCBA Hourly Wage	\$36.19
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	18.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.70
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Employer and One-on-One Supervision Time	0.89
	- Training	0.75
	- Paid time off	3.85
"Billable" Hours	34.52	
Productivity Adjustment	1.16	
	BCBA Cost After Productivity Adj. per Billable Hour	\$49.53
BCBA Office Space	- Square Feet of Office Space	100
	- Annual Cost per Square Foot	\$15.00
	Annual Cost of Office Space	\$1,500.00
	Office Space Cost per Billable Hour	\$0.84
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$49.53
	- Program Support Funding per Day	\$25.00
	Program Support Cost per Billable Hour	\$3.62
	- Administration Percent	15.0%
	Administrative Cost per Billable Hour	\$9.38
	Total Cost per Billable Hour	\$62.53
	- Service Provider Tax Rate	6.0%
	Service Provider Tax Cost per Hour	\$3.75
	Rate per Member per Hour	\$66.28
	Rate per 15 Minutes	\$16.57
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>		
	Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$13.84
	Indirect Costs as Percent of Total (Without Service Provider Tax)	22.1%

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, Agency, Psychologist/Psychiatrist

		One-to-One	Group of 2 to 4	Group of 5 to 7	Group of 8 or More
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Clinician Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$36.19	\$36.19	\$36.19	\$36.19
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	18.0%	18.0%	18.0%	18.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.70	\$42.70	\$42.70	\$42.70
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Members)	0.45	-	-	-
	- Coordination and Collateral Contacts (non-billable)	2.23	2.23	2.23	2.23
	- Participating in Assessments and Planning Meetings	0.22	0.45	0.67	0.89
	- Missed Appointments	2.23	-	-	-
	- Recordkeeping and Reporting	3.34	4.01	4.68	5.35
	- Employer and One-on-One Supervision Time	0.89	0.89	0.89	0.89
	- Training	0.50	0.50	0.50	0.50
	- Paid time off	3.85	3.85	3.85	3.85
"Billable" Hours	26.29	28.07	27.18	26.29	
Productivity Adjustment	1.52	1.42	1.47	1.52	
Direct Staff Cost After Productivity Adj. per Billable Hour	\$64.90	\$60.63	\$62.77	\$64.90	
Direct Staff Office Space	- Square Feet of Office Space	200	300	400	400
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Cost of Office Space	\$3,000.00	\$4,500.00	\$6,000.00	\$6,000.00
	Office Space Cost per Billable Hour	\$2.19	\$3.08	\$4.24	\$4.39
Support Position	- Hourly Wage	\$15.02	\$15.02	\$15.02	\$15.02
	- Benefit Rate (as a percent of wages)	28.2%	28.2%	28.2%	28.2%
	Weekly Cost of Wages and Benefits	\$770.23	\$770.23	\$770.23	\$770.23
	- Number of Direct Care Staff Supported	2.0	2.0	2.0	2.0
	Support Position Cost per Billable Hour	\$14.65	\$13.72	\$14.17	\$14.65
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$81.74	\$77.43	\$81.18	\$83.94
	- Program Support Funding per Day	\$25.00	\$75.00	\$150.00	\$200.00
	Program Support Cost per Billable Hour	\$4.75	\$13.36	\$27.59	\$38.03
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
Administrative Cost per Billable Hour	\$15.26	\$16.02	\$19.19	\$21.52	
Total Cost per Billable Hour		\$101.75	\$106.81	\$127.96	\$143.49
- Members per Group			3.0	6.0	8.0
Rate per Member per 15 Minutes		\$25.44	\$8.90	\$5.33	\$4.48

Costs Other Than Direct Care Staff and Mileage (Informational Only)

Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$36.85	\$46.18	\$65.19	\$78.59
Indirect Costs as Percent of Total (Without Service Provider Tax)	36.2%	43.2%	50.9%	54.8%

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, Agency, LCSW/ LCPC/ LMFT/ APRN

		One-to-One	Group of 2 to 4	Group of 5 to 7	Group of 8 or More
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Clinician Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$27.75	\$27.75	\$27.75	\$27.75
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	20.2%	20.2%	20.2%	20.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$33.36	\$33.36	\$33.36
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Members)	0.44	-	-	-
	- Coordination and Collateral Contacts (non-billable)	2.21	2.21	2.21	2.21
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.89
	- Missed Appointments	2.21	-	-	-
	- Recordkeeping and Reporting	3.32	3.98	4.65	5.31
	- Employer and One-on-One Supervision Time	0.89	0.89	0.89	0.89
	- Training	0.75	0.75	0.75	0.75
	- Paid time off	3.85	3.85	3.85	3.85
"Billable" Hours	26.11	27.88	26.99	26.11	
Productivity Adjustment	1.53	1.43	1.48	1.53	
Direct Staff Cost After Productivity Adj. per Billable Hour	\$51.04	\$47.70	\$49.37	\$51.04	
Clinician Office Space	- Square Feet of Office Space	200	300	400	400
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Cost of Office Space	\$3,000.00	\$4,500.00	\$6,000.00	\$6,000.00
	Office Space Cost per Billable Hour	\$2.21	\$3.10	\$4.27	\$4.42
Support Position	- Hourly Wage	\$15.02	\$15.02	\$15.02	\$15.02
	- Benefit Rate (as a percent of wages)	28.2%	28.2%	28.2%	28.2%
	Weekly Cost of Wages and Benefits	\$770.23	\$770.23	\$770.23	\$770.23
	- Number of Direct Care Staff Supported	2.0	2.0	2.0	2.0
	Support Position Cost per Billable Hour	\$14.75	\$13.81	\$14.27	\$14.75
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$68.00	\$64.61	\$67.91	\$70.21
	- Program Support Funding per Day	\$25.00	\$75.00	\$150.00	\$200.00
	Program Support Cost per Billable Hour	\$4.79	\$13.45	\$27.79	\$38.30
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
Administrative Cost per Billable Hour	\$12.85	\$13.78	\$16.89	\$19.15	
Total Cost per Billable Hour	\$85.64	\$91.84	\$112.59	\$127.66	
- Members per Group		3.0	6.0	8.0	
Rate per Member per 15 Minutes	\$21.41	\$7.65	\$4.69	\$3.99	
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>					
Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$34.60	\$44.14	\$63.22	\$76.62	
Indirect Costs as Percent of Total (Without Service Provider Tax)	40.4%	48.1%	56.2%	60.0%	

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, Agency, Licensed Alcohol and Drug Counselor

		One-to-One	Group of 2 to 4	Group of 5 to 7	Group of 8 or More
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
LADC Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$20.59	\$20.59	\$20.59	\$20.59
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	23.5%	23.5%	23.5%	23.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.43	\$25.43	\$25.43	\$25.43
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Members)	0.44	-	-	-
	- Coordination and Collateral Contacts (non-billable)	2.21	2.21	2.21	2.21
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.89
	- Missed Appointments	2.21	-	-	-
	- Recordkeeping and Reporting	3.32	3.98	4.65	5.31
	- Employer and One-on-One Supervision Time	0.89	0.89	0.89	0.89
	- Training	0.75	0.75	0.75	0.75
	- Paid time off	3.85	3.85	3.85	3.85
"Billable" Hours	26.11	27.88	26.99	26.11	
Productivity Adjustment	1.53	1.43	1.48	1.53	
Direct Staff Cost After Productivity Adj. per Billable Hour	\$38.91	\$36.36	\$37.64	\$38.91	
LADC Office Space	- Square Feet of Office Space	200	300	400	400
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Cost of Office Space	\$3,000.00	\$4,500.00	\$6,000.00	\$6,000.00
	Office Space Cost per Billable Hour	\$2.21	\$3.10	\$4.27	\$4.42
Support Position	- Hourly Wage	\$15.02	\$15.02	\$15.02	\$15.02
	- Benefit Rate (as a percent of wages)	28.2%	28.2%	28.2%	28.2%
	Weekly Cost of Wages and Benefits	\$770.23	\$770.23	\$770.23	\$770.23
	- Number of Direct Care Staff Supported	2.0	2.0	2.0	2.0
Support Position Cost per Billable Hour	\$14.75	\$13.81	\$14.27	\$14.75	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$55.87	\$53.27	\$56.18	\$58.08
	- Program Support Funding per Day	\$25.00	\$75.00	\$150.00	\$200.00
	Program Support Cost per Billable Hour	\$4.79	\$13.45	\$27.79	\$38.30
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
Administrative Cost per Billable Hour	\$10.70	\$11.77	\$14.82	\$17.01	
Total Cost per Billable Hour	\$71.36	\$78.49	\$98.79	\$113.39	
- Members per Group		3.0	6.0	8.0	
Rate per Member per 15 Minutes	\$17.84	\$6.54	\$4.12	\$3.54	

Costs Other Than Direct Care Staff and Mileage (Informational Only)

Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$32.45	\$42.13	\$61.15	\$74.48
Indirect Costs as Percent of Total (Without Service Provider Tax)	45.5%	53.7%	61.9%	65.7%

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, Agency, Certified Alcohol and Drug Counselor

		One-to-One	Group of 2 to 4	Group of 5 to 7	Group of 8 or More
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
CADC Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$17.94	\$17.94	\$17.94	\$17.94
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	25.3%	25.3%	25.3%	25.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.48	\$22.48	\$22.48	\$22.48
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Members)	0.44	-	-	-
	- Coordination and Collateral Contacts (non-billable)	2.21	2.21	2.21	2.21
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.89
	- Missed Appointments	2.21	-	-	-
	- Recordkeeping and Reporting	3.32	3.98	4.65	5.31
	- Employer and One-on-One Supervision Time	0.89	0.89	0.89	0.89
	- Training	0.75	0.75	0.75	0.75
	- Paid time off	3.85	3.85	3.85	3.85
"Billable" Hours	26.11	27.88	26.99	26.11	
Productivity Adjustment	1.53	1.43	1.48	1.53	
Direct Staff Cost After Productivity Adj. per Billable Hour	\$34.39	\$32.15	\$33.27	\$34.39	
CADC Office Space	- Square Feet of Office Space	200	300	400	400
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Cost of Office Space	\$3,000.00	\$4,500.00	\$6,000.00	\$6,000.00
	Office Space Cost per Billable Hour	\$2.21	\$3.10	\$4.27	\$4.42
Support Position	- Hourly Wage	\$15.02	\$15.02	\$15.02	\$15.02
	- Benefit Rate (as a percent of wages)	28.2%	28.2%	28.2%	28.2%
	Weekly Cost of Wages and Benefits	\$770.23	\$770.23	\$770.23	\$770.23
	- Number of Direct Care Staff Supported	2.0	2.0	2.0	2.0
	Support Position Cost per Billable Hour	\$14.75	\$13.81	\$14.27	\$14.75
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$51.35	\$49.06	\$51.81	\$53.56
	- Program Support Funding per Day	\$25.00	\$75.00	\$150.00	\$200.00
	Program Support Cost per Billable Hour	\$4.79	\$13.45	\$27.79	\$38.30
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
Administrative Cost per Billable Hour	\$9.91	\$11.03	\$14.05	\$16.21	
Total Cost per Billable Hour		\$66.05	\$73.54	\$93.65	\$108.07
- Members per Group			3.0	6.0	8.0
Rate per Member per 15 Minutes		\$16.51	\$6.13	\$3.90	\$3.38

Costs Other Than Direct Care Staff and Mileage (Informational Only)

Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$31.66	\$41.39	\$60.38	\$73.68
Indirect Costs as Percent of Total (Without Service Provider Tax)	47.9%	56.3%	64.5%	68.2%

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, Independent Psychologist

		One-to-One	Group of 2 to 4	Group of 5 to 7	Group of 8 or More
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Clinician Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$36.19	\$36.19	\$36.19	\$36.19
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	18.0%	18.0%	18.0%	18.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.70	\$42.70	\$42.70	\$42.70
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Members)	0.44	-	-	-
	- Coordination and Collateral Contacts (non-billable)	2.21	2.21	2.21	2.21
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.89
	- Missed Appointments	2.21	-	-	-
	- Recordkeeping and Reporting	3.32	3.98	4.65	5.31
	- Training	0.75	0.75	0.75	0.75
	- Administrative Duties	4.52	4.52	4.52	4.52
	- Paid time off	3.85	3.85	3.85	3.85
"Billable" Hours	22.47	24.24	23.36	22.47	
Productivity Adjustment	1.78	1.65	1.71	1.78	
Direct Staff Cost After Productivity Adj. per Billable Hour	\$76.01	\$70.46	\$73.02	\$76.01	
Clinician Office Space	- Square Feet of Office Space	200	300	400	400
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Cost of Office Space	\$3,000.00	\$4,500.00	\$6,000.00	\$6,000.00
	Office Space Cost per Billable Hour	\$2.57	\$3.57	\$4.94	\$5.13
Admin.	Cost per Billable Hour Before Administration	\$78.58	\$74.03	\$77.96	\$81.14
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$13.87	\$13.06	\$13.76	\$14.32
	Total Cost per Billable Hour	\$92.45	\$87.09	\$91.72	\$95.46
	- Members per Group		3.0	6.0	8.0
	Rate per Member per 15 Minutes	\$23.11	\$7.26	\$3.82	\$2.98

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, Independent LCSW/ LCPC/ LMFT/ APRN

		One-to-One	Group of 2 to 4	Group of 5 to 7	Group of 8 or More
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Clinician Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$27.75	\$27.75	\$27.75	\$27.75
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	20.2%	20.2%	20.2%	20.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$33.36	\$33.36	\$33.36
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Members)	0.44	-	-	-
	- Coordination and Collateral Contacts (non-billable)	2.21	2.21	2.21	2.21
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.89
	- Missed Appointments	2.21	-	-	-
	- Recordkeeping and Reporting	3.32	3.98	4.65	5.31
	- Training	0.75	0.75	0.75	0.75
	- Administrative Duties	4.52	4.52	4.52	4.52
	- Paid time off	3.85	3.85	3.85	3.85
	"Billable" Hours	22.47	24.24	23.36	22.47
Productivity Adjustment	1.78	1.65	1.71	1.78	
Direct Staff Cost After Productivity Adj. per Billable Hour	\$59.38	\$55.04	\$57.05	\$59.38	
Clinician Office Space	- Square Feet of Office Space	200	300	400	400
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Cost of Office Space	\$3,000.00	\$4,500.00	\$6,000.00	\$6,000.00
	Office Space Cost per Billable Hour	\$2.57	\$3.57	\$4.94	\$5.13
Admin.	Cost per Billable Hour Before Administration	\$61.95	\$58.61	\$61.99	\$64.51
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$10.93	\$10.34	\$10.94	\$11.38
	Total Cost per Billable Hour	\$72.88	\$68.95	\$72.93	\$75.89
	- Members per Group		3.0	6.0	8.0
	Rate per Member per 15 Minutes	\$18.22	\$5.75	\$3.04	\$2.37

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Intensive Outpatient Program

	Unit of Service	Day
Direct Staff Wages and Benefits	<i>Wages</i>	
	Direct Staff Hourly Wage	\$20.59
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	23.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.43
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Coordination and Collateral Contacts (non-billable)	2.21
	- Participating in Assessments and Planning Meetings	0.22
	- Recordkeeping and Reporting	3.98
	- Employer and One-on-One Supervision Time	1.33
	- Training	0.75
	- Paid time off	3.85
	"Billable" Hours	27.66
	Productivity Adjustment	1.45
	Direct Staff Cost After Productivity Adj. per Billable Hour	\$36.87
	- Average Number of Group Hours per Day	2.50
	Direct Staff Cost for Group Services	\$92.18
	- Members per Clinician	3.0
	Direct Staff Cost per Member per Day for Group Services	\$30.73
Average Number of One-to-One Hours per Day	0.50	
Direct Staff Cost per Member per Day for Individual Services	\$18.44	
Direct Staff Cost per Member per Day	\$49.17	
Direct Staff Office Space	- Square Feet of Office Space per Member	100
	- Annual Cost per Square Foot	\$15.00
	Annual Cost of Office Space	\$1,500.00
	Office Space Cost per Billable Staff Hour	\$1.04
	- Number of Service Hours per Member per Day	3.00
Office Space Cost per Member per Day	\$3.12	
Support Position	- Hourly Wage	\$15.02
	- Benefit Rate (as a percent of wages)	28.2%
	Weekly Cost of Wages and Benefits	\$770.23
	- Number of Direct Care Staff Supported	2.0
	Support Position Cost per Billable Staff Hour	\$13.93
	Average Number of Members per Clinician	2.7
	Allocated Support Position Cost per Member	\$5.16
- Number of Service Hours per Member per Day	3.00	
Support Position Cost per Member per Day	\$15.48	
Admin. and Prog. Support	Cost per Member per Day Before Admin. and Support	\$67.77
	- Program Support Funding per Day	\$25.00
	- Administration Percent	15.0%
	Administrative Cost per Billable Hour	\$16.37
	Rate per Member per Day	\$109.14
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>		
	Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$59.97
	Indirect Costs as Percent of Total (Without Service Provider Tax)	54.9%

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

Final Rate Models

prepared for Maine Department of Health and Human Services

Medication Management

		Phys. Asst./ Nurse Prac.		Physician	
		Adults	Children	Adults	Children
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Clinician Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$46.92	\$46.92	\$111.69	\$111.69
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	16.4%	16.4%	10.5%	10.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$54.61	\$54.61	\$123.42	\$123.42
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Coordination and Collateral Contacts (non-billable)	4.46	6.24	4.46	6.24
	- Missed Appointments	0.89	0.89	0.89	0.89
	- Recordkeeping and Reporting	3.34	3.34	3.34	3.34
	- Employer and One-on-One Supervision Time	0.89	0.89	0.89	0.89
	- Training	0.50	0.50	0.50	0.50
	- Paid time off	3.85	3.85	3.85	3.85
	"Billable" Hours	26.07	24.29	26.07	24.29
Productivity Adjustment	1.53	1.65	1.53	1.65	
Direct Staff Cost After Productivity Adj. per Billable Hour	\$83.55	\$90.11	\$188.83	\$203.64	
Clinician Office Space	- Square Feet of Office Space	200	200	200	200
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Cost of Office Space	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00
	Office Space Cost per Billable Hour	\$2.21	\$2.38	\$2.21	\$2.38
Support Position	- Hourly Wage	\$15.02	\$15.02	\$15.02	\$15.02
	- Benefit Rate (as a percent of wages)	28.2%	28.2%	28.2%	28.2%
	Weekly Cost of Wages and Benefits	\$770.23	\$770.23	\$770.23	\$770.23
	- Number of Direct Care Staff Supported	2.0	2.0	2.0	2.0
Support Position Cost per Billable Hour	\$14.77	\$15.86	\$14.77	\$15.86	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$100.53	\$108.35	\$205.81	\$221.88
	- Program Support Funding per Day	\$25.00	\$25.00	\$25.00	\$25.00
	Program Support Cost per Billable Hour	\$4.79	\$5.15	\$4.79	\$5.15
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
Administrative Cost per Billable Hour	\$18.59	\$20.03	\$37.16	\$40.06	
Total Cost per Billable Hour		\$123.91	\$133.53	\$247.76	\$267.09
Rate per 15 Minutes		\$30.98	\$33.38	\$61.94	\$66.77
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>					
Cost per Billable Hour Other Than Direct Care Staff and Mileage		\$40.36	\$43.42	\$58.93	\$63.45
Indirect Costs as Percent of Total (Without Service Provider Tax)		32.6%	32.5%	23.8%	23.8%

Review of Provider Rates for Behavioral Health and Targeted Case Management Services
Final Rate Models
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Neuropsychological and Psychological Testing

		Physician/ Psychologist	Psych. Examiner
Unit of Service		Hour	Hour
Psychologist/ Examiner Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$36.19	\$27.75
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	18.0%	20.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.70	\$33.36
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Coordination and Collateral Contacts (non-billable)	0.89	-
	- Missed Appointments	0.89	0.89
	- Recordkeeping and Reporting	3.34	1.77
	- Employer and One-on-One Supervision Time	0.89	1.33
	- Training	0.50	0.75
	- Administrative Duties	4.52	-
	- Paid time off	3.85	3.85
"Billable" Hours	25.12	31.42	
Productivity Adjustment	1.59	1.27	
Direct Staff Cost After Productivity Adj. per Billable Hour	\$67.89	\$42.37	
Test Costs	- Cost per Assessment	\$15.00	\$15.00
	- Hours per Assessment	4.00	4.00
	Test Cost per Billable Hour	\$3.75	\$1.88
Psychologist / Examiner Office Space	- Square Feet of Office Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$15.00
	Annual Cost of Office Space	\$3,000.00	\$3,000.00
	Office Space Cost per Billable Hour	\$2.30	\$1.84
Admin. and Prog. Support	Cost per Billable Hour Before Administration	\$73.94	\$46.09
	- Administration Percent	15.0%	15.0%
	Administrative Cost per Billable Hour	\$13.05	\$8.13
Rate per Hour		\$86.99	\$54.22
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>			
Cost per Billable Hour Other Than Direct Care Staff and Mileage		\$19.10	\$11.85
Indirect Costs as Percent of Total (Without Service Provider Tax)		22.0%	21.9%

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

		Bachelor's	Master's
	Unit of Service	15 Minutes	15 Minutes
Direct Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$22.02	\$27.75
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	22.7%	20.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.02	\$33.36
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Members)	5.27	5.27
	- Coordination and Collateral Contacts (non-billable)	-	-
	- Missed Appointments	0.44	0.44
	- Recordkeeping and Reporting	0.88	2.64
	- Employer and One-on-One Supervision Time	1.32	0.88
	- Training	1.00	1.00
	- Paid time off	3.85	3.85
"Billable" Hours	27.24	25.92	
Productivity Adjustment	1.47	1.54	
MHRT/C Cost After Productivity Adj. per Billable Hour	\$39.72	\$51.37	
Direct Staff Mileage	- Number of Miles Traveled per Week	200	200
	- Amount per Mile	\$0.535	\$0.535
	Weekly Mileage Cost	\$107.00	\$107.00
	Mileage Cost per Billable Hour	\$3.93	\$4.13
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$43.65	\$55.50
	- Program Support Funding per Day	\$25.00	\$25.00
	Program Support Cost per Billable Hour	\$4.59	\$4.82
	- Administration Percent	15.0%	15.0%
Administrative Cost per Billable Hour	\$8.51	\$10.64	
Total Cost per Billable Hour		\$56.75	\$70.96
Rate per 15 Minutes		\$14.19	\$17.74
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>			
Cost per Billable Hour Other Than Direct Care Staff and Mileage		\$13.10	\$15.46
Indirect Costs as Percent of Total (Without Service Provider Tax)		23.1%	21.8%

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, Behavioral Health Professional

		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	<i>Wages</i>				
	BHP Hourly Wage	\$15.04	\$15.04	\$15.04	\$15.04
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	28.1%	28.1%	28.1%	28.1%
	Hourly BHP Cost Before Productivity Adj. (wages + benefits)	\$19.27	\$19.27	\$19.27	\$19.27
	<i>Productivity Assumptions</i>				
	Total Hours	36.00	36.00	36.00	36.00
	- Missed Appointments	0.44	-	-	-
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.88
	- Recordkeeping and Reporting	4.38	4.82	5.26	5.69
	- Employer and One-on-One Supervision Time	1.31	1.31	1.31	1.31
	- Training	1.00	1.00	1.00	1.00
	- Paid time off	3.46	3.46	3.46	3.46
	"Billable" Hours	25.19	24.97	24.31	23.66
Productivity Adjustment	1.43	1.44	1.48	1.52	
BHP Cost After Productivity Adj. per Billable Hour	\$27.56	\$27.75	\$28.52	\$29.29	
Facility	- Square Feet of Service Space (35 sq. ft. per child and per staff)	70	105	140	175
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Service Space Cost	\$1,050.00	\$1,575.00	\$2,100.00	\$2,625.00
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000
Service Space Cost per Billable Hour	\$1.05	\$1.58	\$2.10	\$2.63	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$28.61	\$29.33	\$30.62	\$31.92
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$4.96	\$10.01	\$15.42	\$21.14
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$5.92	\$6.94	\$8.12	\$9.36
Total Cost per Billable Hour	\$39.49	\$46.28	\$54.16	\$62.42	
Rate per Member per 15 Minutes	\$9.87	\$5.79	\$4.51	\$3.90	
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>					
Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$11.93	\$18.53	\$25.64	\$33.13	
Indirect Costs as Percent of Total (Without Service Provider Tax)	30.2%	40.0%	47.3%	53.1%	

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

Final Rate Models

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Children's Behavioral Health Day Treatment, Bachelor's

		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	<i>Wages</i>				
	BHP Hourly Wage	\$22.02	\$22.02	\$22.02	\$22.02
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	22.7%	22.7%	22.7%	22.7%
	Hourly BHP Cost Before Productivity Adj. (wages + benefits)	\$27.02	\$27.02	\$27.02	\$27.02
	<i>Productivity Assumptions</i>				
	Total Hours	36.00	36.00	36.00	36.00
	- Missed Appointments	0.44	-	-	-
	- Participating in Assessments and Planning Meetings	0.22	0.44	0.66	0.88
	- Recordkeeping and Reporting	4.38	4.82	5.26	5.69
	- Employer and One-on-One Supervision Time	1.31	1.31	1.31	1.31
	- Training	1.00	1.00	1.00	1.00
	- Paid time off	3.46	3.46	3.46	3.46
	"Billable" Hours	25.19	24.97	24.31	23.66
Productivity Adjustment	1.43	1.44	1.48	1.52	
BHP Cost After Productivity Adj. per Billable Hour	\$38.64	\$38.91	\$39.99	\$41.07	
Facility	- Square Feet of Service Space (35 sq. ft. per child and per staff)	70	105	140	175
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Service Space Cost	\$1,050.00	\$1,575.00	\$2,100.00	\$2,625.00
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000
	Service Space Cost per Billable Hour	\$1.05	\$1.58	\$2.10	\$2.63
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$39.69	\$40.49	\$42.09	\$43.70
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$4.96	\$10.01	\$15.42	\$21.14
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$7.88	\$8.91	\$10.15	\$11.44
Total Cost per Billable Hour	\$52.53	\$59.41	\$67.66	\$76.28	
Rate per Member per 15 Minutes	\$13.13	\$7.43	\$5.64	\$4.77	
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>					
Cost per Billable Hour Other Than Direct Care Staff and Mileage	\$13.89	\$20.50	\$27.67	\$35.21	
Indirect Costs as Percent of Total (Without Service Provider Tax)	26.4%	34.5%	40.9%	46.2%	

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

Final Rate Models

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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 Staff Wages and Benefits	<i>Wages</i>				
	Master's Staff Hourly Wage	\$27.75	\$27.75	\$27.75	\$27.75
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	20.2%	20.2%	20.2%	20.2%
	Hourly Master's Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$33.36	\$33.36	\$33.36
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Assessments and Planning Meetings	3.52	3.52	3.52	3.52
	- Recordkeeping and Reporting	4.39	4.83	5.27	5.71
	- Employer and One-on-One Supervision Time	0.88	0.88	0.88	0.88
	- Training	1.00	1.00	1.00	1.00
	- Paid time off	3.85	3.85	3.85	3.85
	"Billable" Hours	26.36	25.92	25.48	25.04
Productivity Adjustment	1.52	1.54	1.57	1.60	
Master's Staff Cost After Productivity Adj. per Billable Hour	\$50.71	\$51.37	\$52.38	\$53.38	
Facility	- Square Feet of Service Space (35 sq. ft. per child and per staff)	70	105	140	175
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Service Space Cost	\$1,050.00	\$1,575.00	\$2,100.00	\$2,625.00
	- Annual Hours of Service Space Utilization	1,000	1,000	1,000	1,000
Service Space Cost per Billable Hour	\$1.05	\$1.58	\$2.10	\$2.63	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$51.76	\$52.95	\$54.48	\$56.01
	- Program Support Funding per Day	\$25.00	\$50.00	\$75.00	\$100.00
	Program Support Cost per Billable Hour	\$4.74	\$9.64	\$14.72	\$19.96
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
Administrative Cost per Billable Hour	\$9.97	\$11.05	\$12.21	\$13.41	
Total Cost per Billable Hour		\$66.47	\$73.64	\$81.41	\$89.38
Rate per Member per 15 Minutes		\$16.62	\$9.21	\$6.78	\$5.59
<i>Costs Other Than Direct Care Staff and Mileage (Informational Only)</i>					
Cost per Billable Hour Other Than Direct Care Staff and Mileage		\$15.76	\$22.27	\$29.03	\$36.00
Indirect Costs as Percent of Total (Without Service Provider Tax)		23.7%	30.2%	35.7%	40.3%

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 -

Burns & Associates, Inc.
3030 North 3rd Street, Suite 200
Phoenix, Arizona 85012
(602) 241-8520
www.burnshealthpolicy.com

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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		Bureau of Labor Statistics Wages				
		10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
19-3031	Clinical/ couns./ school psychologists	\$24.88	\$27.95	\$36.19	\$48.73	\$71.21
21-1011	Substance abuse/ behavioral disorder counselors	\$14.39	\$16.67	\$20.59	\$26.30	\$29.17
21-1012	Educational/ voc./ school counselors	\$15.61	\$18.49	\$22.22	\$28.22	\$33.92
21-1014	Mental health counselors	\$15.39	\$18.88	\$24.25	\$27.75	\$29.94
21-1015	Rehabilitation counselors	\$12.03	\$15.08	\$17.54	\$21.10	\$30.82
21-1021	Child/ family/ school social workers	\$17.28	\$19.23	\$22.02	\$25.23	\$30.75
21-1022	Healthcare social workers	\$18.27	\$20.46	\$23.21	\$27.29	\$30.21
21-1023	Mental health/ sub. abuse social work	\$18.67	\$21.49	\$25.88	\$33.78	\$43.52
21-1093	Social and human service assistants	\$10.73	\$12.68	\$15.28	\$17.63	\$19.04
21-1094	Community health workers	\$9.56	\$11.01	\$16.18	\$19.22	\$23.31
25-2051	Special education teachers, preschool	\$12.05	\$13.31	\$15.62	\$19.60	\$26.63
25-2052	Special ed. teachers, kindergarten/ elementary	\$16.60	\$19.42	\$24.63	\$28.79	\$32.82
25-2053	Special education teachers, middle school	\$16.67	\$19.46	\$23.36	\$28.54	\$33.42
25-2054	Special education teachers, secondary school	\$16.17	\$18.32	\$23.31	\$28.50	\$33.05
29-1066	Psychiatrists	\$0.00	\$0.00			
29-1071	Physician assistants	\$38.12	\$42.45	\$48.65	\$56.83	\$66.04
29-1141	Registered nurses	\$22.32	\$25.85	\$30.21	\$35.90	\$41.30
29-1171	Nurse practitioners	\$36.35	\$40.73	\$45.19	\$51.10	\$59.56
29-2053	Psychiatric technicians	\$9.83	\$12.26	\$14.18	\$16.92	\$19.17
29-2061	Lic. practical and lic. vocational nurses	\$15.62	\$17.33	\$19.82	\$21.84	\$23.27
31-1011	Home health aides	\$8.74	\$9.86	\$10.98	\$12.87	\$15.22
31-1014	Nursing assistants	\$9.34	\$10.17	\$11.45	\$13.45	\$14.94
31-9092	Medical assistants	\$12.05	\$13.17	\$15.02	\$17.42	\$18.92
39-9021	Personal and home care aides	\$8.27	\$9.15	\$10.37	\$11.60	\$13.51

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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)	Assertive Community Treat. (Rehab./ Employ.)	Assertive Community Treat. (Peer)	Assertive Community Treat. (Subst. Abuse)	
19-3031	Clinical/ couns./ school psychologists															
21-1011	Substance abuse/ behavioral disorder couns.															100%
21-1012	Educational/ voc./ school counselors															
21-1014	Mental health counselors									100%						
21-1015	Rehabilitation counselors												100%			
21-1021	Child/ family/ school social workers															
21-1022	Medical/ public health social workers	100%														
21-1023	Mental health/ sub. abuse social work		34%		34%	34%		34%			34%					
21-1093	Social and human service assistants		33%		33%	33%		33%			33%					
21-1094	Community health workers		33%		33%	33%		33%			33%					
25-2051	Spec. ed. teachers, preschool															
25-2052	Spec. ed. teachers, kindergarten/elementary															
25-2053	Spec. ed. teachers, middle school															
25-2054	Spec. ed. teachers, secondary school															
29-1066	Psychiatrists								100%							
29-1071	Physician assistants															
29-1141	Registered nurses												100%			
29-1171	Nurse practitioners															
29-2053	Psychiatric technicians			100%			100%									
29-2061	Lic. Practical/ lic. vocational nurses															
31-1011	Home health aides															
31-1014	Nursing assistants															
31-9092	Medical assistants															
39-9021	Personal and home care aides															
		100%	100%	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		Specialized Group Svcs. (Other Qualified Individ.)	Specialized Group Svcs. (Peer)	Children's Habilitative Services (BHP)	Children's Habilitative Services (Bachelor's)	Children's Habilitative Services (BCBA)	Outpatient Therapy (Psychologist/ Psychiatrist)	Outpatient Therapy (LCSW/ LCPC/ LMFT/ APRN)	Outpatient Therapy (LADC)	Outpatient Therapy (CADC)	Outpatient Therapy (Support Position)	Intensive Outpatient Program
19-3031	Clinical/ couns./ school psychologists					100%	100%					
21-1011	Substance abuse/ behavioral disorder couns.							100%	50%			100%
21-1012	Educational/ voc./ school counselors											
21-1014	Mental health counselors							100%				
21-1015	Rehabilitation counselors											
21-1021	Child/ family/ school social workers				100%							
21-1022	Medical/ public health social workers											
21-1023	Mental health/ sub. abuse social work											
21-1093	Social and human service assistants								50%			
21-1094	Community health workers			25%								
25-2051	Spec. ed. teachers, preschool			25%								
25-2052	Spec. ed. teachers, kindergarten/elementary											
25-2053	Spec. ed. teachers, middle school											
25-2054	Spec. ed. teachers, secondary school											
29-1066	Psychiatrists											
29-1071	Physician assistants											
29-1141	Registered nurses											
29-1171	Nurse practitioners											
29-2053	Psychiatric technicians	100%		50%								
29-2061	Lic. Practical/ lic. vocational nurses											
31-1011	Home health aides											
31-1014	Nursing assistants											
31-9092	Medical assistants										100%	
39-9021	Personal and home care aides											
		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		Medication Management (Physician)	Medication Management (Physician Asst./ Nurse Prac.)	Neuropsychological and Psychological Testing (Physician/Psychologist)	Neuropsychological and Psychological Testing (Psych. Examiner)	Children's Home/ Comm. Based Treat. (Bachelor's)	Children's Home/ Comm. Based Treat. (Master's)	Children's Behavioral Health Day Treat. (BHP)	Children's Behavioral Health Day Treat. (Bachelor's)	Children's Behavioral Health Day Treat. (Master's)	Children's Behavioral Health Day Treat. (BCBA)
19-3031	Clinical/ couns./ school psychologists			100%							100%
21-1011	Substance abuse/ behavioral disorder couns.										
21-1012	Educational/ voc./ school counselors										
21-1014	Mental health counselors				100%		100%			100%	
21-1015	Rehabilitation counselors										
21-1021	Child/ family/ school social workers					100%			100%		
21-1022	Medical/ public health social workers										
21-1023	Mental health/ sub. abuse social work										
21-1093	Social and human service assistants										
21-1094	Community health workers							25%			
25-2051	Spec. ed. teachers, preschool							25%			
25-2052	Spec. ed. teachers, kindergarten/elementary										
25-2053	Spec. ed. teachers, middle school										
25-2054	Spec. ed. teachers, secondary school										
29-1066	Psychiatrists	100%									
29-1071	Physician assistants		50%								
29-1141	Registered nurses										
29-1171	Nurse practitioners		50%								
29-2053	Psychiatric technicians							50%			
29-2061	Lic. Practical/ lic. vocational nurses										
31-1011	Home health aides										
31-1014	Nursing assistants										
31-9092	Medical assistants										
39-9021	Personal and home care aides										
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Appendix A: Wage Assumptions
Comparison of Wages from Provider Survey and Rate Model 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)	Assertive Community Treat. (Rehab./ Employ.)	Assertive Community Treat. (Peer)	Assertive Community Treat. (Subst. Abuse)
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Rate Model¹

10th %ile	\$18.27	\$13.04	\$9.83	\$13.04	\$13.04	\$9.83	\$13.04	\$0.00	\$15.39	\$13.04	\$22.32	\$12.03	\$14.39
25th %ile	\$20.46	\$15.12	\$12.26	\$15.12	\$15.12	\$12.26	\$15.12	\$0.00	\$18.88	\$15.12	\$25.85	\$15.08	\$16.67
50th %ile	\$23.21	\$19.18	\$14.18	\$19.18	\$19.18	\$14.18	\$19.18		\$24.25	\$19.18	\$30.21	\$17.54	\$20.59
75th %ile	\$27.29	\$23.65	\$16.92	\$23.65	\$23.65	\$16.92	\$23.65		\$27.75	\$23.65	\$35.90	\$21.10	\$26.30
90th %ile	\$30.21	\$28.77	\$19.17	\$28.77	\$28.77	\$19.17	\$28.77		\$29.94	\$28.77	\$41.30	\$30.82	\$29.17

Provider Survey
 (employees excl. supervisors)

Respondents	23	17	8	4	3	2	5	3	3	5	4	1	1	1
Min	\$7.79	\$7.79	\$10.55	\$10.55	\$11.52	\$11.52	\$12.48	\$96.68	\$21.61	\$15.31	\$27.02	\$17.57	\$11.72	\$20.95
Max	\$95.00	\$40.00	\$95.00	\$16.43	\$32.28	\$14.06	\$16.46	\$103.30	\$27.91	\$20.35	\$30.65	\$17.57	\$11.72	\$20.95
Median	\$16.62	\$16.08	\$11.47	\$11.61	\$18.39	\$12.83	\$16.17	\$101.90	\$25.52	\$16.46	\$29.80	\$17.57	\$11.72	\$20.95
Wt. Avg. no outliers	\$17.03	\$15.48	\$11.67	\$15.44	\$18.02	\$11.60	\$14.70	\$100.62	\$25.52	\$19.29	\$29.32	\$17.57	\$11.72	\$20.95

¹Rate model wage assumptions are bolded, and have been set at the median (50th percentile) hourly wage based on the assumed job requirements, with the following exceptions:

- The wage assumption for Targeted Case Management is set at the 25th percentile because TCM standards do not require a Master's degree, which is typical of this occupation
- The wage assumption for LCSW/LCPC in Assertive Community Treatment, Outpatient LCSW/ LCPC/ LMFT, Children's HCBT-Master's, Psychological Examiners, and Master's-level Children's Behavioral Health Day Treatment is set at the 75th percentile to reflect the clinical nature of the work
- The wage assumption for Children's HCBT - FFT and MST is set at the 90th percentile and MST-PSB includes an additional ten percent to reflect the specialized nature of the work
- The wage assumption for Psychiatrists is set at the mean wage from May 2013 because BLS does not publish median or percentile wages above \$90 per hour and the May 2015 data does not include estimates for Psychiatrists
- The wage assumption for Peers is set at \$12.00 per hour

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**Appendix A: Wage Assumptions
Comparison of Wages from Provider Survey and Rate Model Assumptions**

Specialized Group Svcs. (Other Qualified Individ.)	Specialized Group Svcs. (Peer)	Children's Habilitative Services (BHP)	Children's Habilitative Services (Bachelor's)	Children's Habilitative Services (BCBA)	Outpatient Therapy (Psychologist/ Psychiatrist)	Outpatient Therapy (LCSW/ LCPC/ LMFT/ APRN)	Outpatient Therapy (LADC)	Outpatient Therapy (CADC)	Outpatient Therapy (Support Position)	Intensive Outpatient Program
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Rate Model¹

10th %ile	\$9.83		\$10.32	\$17.28	\$24.88	\$24.88	\$15.39	\$14.39	\$12.56	\$12.05	\$14.39
25th %ile	\$12.26		\$12.21	\$19.23	\$27.95	\$27.95	\$18.88	\$16.67	\$14.68	\$13.17	\$16.67
50th %ile	\$14.18		\$15.04	\$22.02	\$36.19	\$36.19	\$24.25	\$20.59	\$17.94	\$15.02	\$20.59
75th %ile	\$16.92		\$18.17	\$25.23	\$48.73	\$48.73	\$27.75	\$26.30	\$21.97	\$17.42	\$26.30
90th %ile	\$19.17		\$22.07	\$30.75	\$71.21	\$71.21	\$29.94	\$29.17	\$24.11	\$18.92	\$29.17

**Provider Survey
(employees excl.
supervisors)**

Respondents	2	1	8			3	12	2	1		2
Min	\$11.52	\$11.72	\$9.52			\$17.25	\$15.40	\$19.32	\$15.56		\$15.56
Max	\$21.61	\$11.72	\$16.73			\$60.10	\$213.81	\$20.11	\$17.59		\$20.11
Median	\$14.76	\$11.72	\$12.41			\$31.72	\$24.32	\$19.72	\$17.36		\$16.31
Wt. Avg. no outliers	\$14.76	\$11.72	\$12.07			\$32.20	\$25.69	\$20.11	\$17.36		\$16.39

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**Appendix A: Wage Assumptions
Comparison of Wages from Provider Survey and Rate Model Assumptions**

Medication Management (Physician)	Medication Management (Physician Asst./Nurse Prac.)	Neuropsychological and Psychological Testing (Physician/Psychologist)	Neuropsychological and Psychological Testing (Psych. Examiner)	Children's Home/Comm. Based Treat. (Bachelor's)	Children's Home/Comm. Based Treat. (Master's)	Children's Behavioral Health Day Treat. (BHP)	Children's Behavioral Health Day Treat. (Bachelor's)	Children's Behavioral Health Day Treat. (Master's)	Children's Behavioral Health Day Treat. (BCBA)
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Rate Model¹

10th %ile		\$37.24	\$24.88	\$15.39	\$17.28	\$15.39	\$10.32	\$17.28	\$15.39	\$24.88
25th %ile		\$41.59	\$27.95	\$18.88	\$19.23	\$18.88	\$12.21	\$19.23	\$18.88	\$27.95
50th %ile		\$46.92	\$36.19	\$24.25	\$22.02	\$24.25	\$15.04	\$22.02	\$24.25	\$36.19
75th %ile		\$53.97	\$48.73	\$27.75	\$25.23	\$27.75	\$18.17	\$25.23	\$27.75	\$48.73
90th %ile		\$62.80	\$71.21	\$29.94	\$30.75	\$29.94	\$22.07	\$30.75	\$29.94	\$71.21

**Provider Survey
(employees excl. supervisors)**

Respondents	4	6					4		2	
Min	\$92.19	\$39.71					\$10.74		\$21.94	
Max	\$122.76	\$73.10					\$24.17		\$23.31	
Median	\$102.77	\$46.28					\$13.96		\$22.08	
Wt. Avg. no outliers	\$97.97	\$54.43					\$14.11		\$22.08	

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Appendix B: Benefits Assumptions to Establish Benefit Rates

% of Employees with Access			% of Employees Who Receive ('Participation')			Benefit Level for Participating Employees			Effective Benefit Level (Accounts for Participation)		
Provider Survey ¹	BLS Data ²	Rate Model	Provider Survey ¹	BLS Data ²	Rate Model	Provider Survey ¹	BLS Data ²	Rate Model	Provider Survey ¹	BLS Data ²	Rate Model

Mandatory Benefits

FICA ³												7.65%
Federal UI ⁴												0.60%
State UI ⁵											1.97%	2.20%
Workers' Comp.											1.93%	3.20%

Paid Time Off⁶

							<i>Days per year</i>			<i>Days per year</i>		
Holidays	82%	76%	100%	82%	76%	100%	8.6	8.0	10.0	7.1	6.1	10.0
Vacation Leave		74%	100%		74%	100%		10.0	15.0		7.4	15.0
Sick Leave	89%			89%			20.7	7.0	15.0	18.4	4.3	15.0
Total							29.3	25.0	25.0	25.5	17.8	25.0

Health Insurance⁷

							<i>Employer contribution per month</i>			<i>Employer contribution per month</i>		
	94%	69%	100%	69%	52%	100%	\$590	\$416	\$400	\$410	\$216	\$400

Other Benefits⁸

							<i>Employer contribution per month</i>			<i>Employer contribution per month</i>		
	86%		100%	75%		100%	\$48		\$25	\$36		\$25

Notes

¹Weighted averages without outliers from the provider survey for full-time staff

²BLS' 2015 National Compensation Survey (http://www.bls.gov/ncs/ebs/benefits/2015/ownership_private.htm); data reported is for private employers in the New England region

³Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

⁴Applies to first \$7,000 in wages

⁵Applies to first \$12,000 in wages

⁶BLS 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 14 days of vacation and 8 days of sick leave)

⁷In addition to BLS data, other sources were considered. According to U.S. DHHS' 2014 Medical Expenditure Panel, the average premium across all Maine employers was \$491.92 with an employer share of \$393.92 (Tables II.C.1 and II.C.2). According to Kaiser's review of individual health insurance plans offered through the State's health insurance exchange, the benchmark plan for a 40 year-old non-smoker in Portland is \$282 in 2015 (<http://files.kff.org/attachment/analysis-of-2015-premium-changes-in-the-affordable-care-acts-health-insurance-marketplaces-issue-brief>).

⁸BLS 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 - Survey Results		Effective Benefit Rate - Model Assumptions ^{1,2,3}	
		w/ PTO	w/o PTO	w/ PTO	w/o PTO
\$10	\$20,800	46.4%	36.6%	46.4%	36.8%
\$11	\$22,880	44.0%	34.2%	44.1%	34.5%
\$12	\$24,960	41.9%	32.1%	42.1%	32.5%
\$13	\$27,040	40.2%	30.4%	40.4%	30.8%
\$14	\$29,120	38.7%	28.9%	39.0%	29.4%
\$15	\$31,200	37.4%	27.6%	37.8%	28.2%
\$16	\$33,280	36.3%	26.5%	36.7%	27.1%
\$17	\$35,360	35.3%	25.5%	35.7%	26.1%
\$18	\$37,440	34.4%	24.6%	34.9%	25.3%
\$19	\$39,520	33.6%	23.8%	34.1%	24.5%
\$20	\$41,600	32.9%	23.1%	33.4%	23.8%
\$21	\$43,680	32.3%	22.5%	32.8%	23.2%
\$22	\$45,760	31.7%	21.9%	32.3%	22.7%
\$23	\$47,840	31.1%	21.3%	31.7%	22.2%
\$24	\$49,920	30.6%	20.9%	31.3%	21.7%
\$25	\$52,000	30.2%	20.4%	30.8%	21.2%
\$26	\$54,080	29.8%	20.0%	30.4%	20.8%
\$27	\$56,160	29.4%	19.6%	30.1%	20.5%
\$28	\$58,240	29.0%	19.2%	29.7%	20.1%
\$29	\$60,320	28.7%	18.9%	29.4%	19.8%
\$30	\$62,400	28.4%	18.6%	29.1%	19.5%
\$31	\$64,480	28.1%	18.3%	28.8%	19.2%
\$32	\$66,560	27.8%	18.0%	28.6%	19.0%
\$33	\$68,640	27.6%	17.8%	28.3%	18.7%
\$34	\$70,720	27.3%	17.5%	28.1%	18.5%
\$35	\$72,800	27.1%	17.3%	27.9%	18.3%
\$36	\$74,880	26.9%	17.1%	27.7%	18.1%
\$37	\$76,960	26.7%	16.9%	27.5%	17.9%
\$38	\$79,040	26.5%	16.7%	27.3%	17.7%
\$39	\$81,120	26.3%	16.5%	27.1%	17.5%
\$40	\$83,200	26.1%	16.3%	26.9%	17.3%

¹This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are

²Benefit rates in rate models exclude paid time off, which is accounted for in productivity assumptions

³The benefit rate calculation for psychiatrists incorporates the ceiling on the Social Security tax as well as the Medicare surtax

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Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

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, Group of 2	Skills Development, Group of 3	Skills Development, Group of 4	Day Support Services	Specialized Group Services
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'Typical Workweek' Without Training and PTO

Direct services	26.50	26.50	40.00	40.00	34.25	33.25	33.50	32.75	32.00	35.25	38.50
Coordination and collateral contacts (non-billable)	1.00	1.00	-	-	-	-	-	-	-	-	-
Participating in assessments and planning meetings	-	-	-	-	0.25	0.25	0.50	0.75	1.00	0.75	-
Travel time (between members)	5.00	5.00	-	-	2.00	2.00	2.00	2.00	2.00	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	1.00	-
Missed appointments	1.00	1.00	-	-	1.00	1.00	-	-	-	-	-
Recordkeeping and reporting	5.00	5.00	-	-	1.00	2.00	2.50	3.00	3.50	1.50	-
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
Administrative duties	-	-	-	-	-	-	-	-	-	-	-
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Avg. Workweek Adjusted for Training and PTO

Direct services	23.29	23.29	35.15	35.15	30.10	29.22	29.44	28.78	28.12	30.98	32.87
Coordination and collateral contacts (non-billable)	0.88	0.88	-	-	-	-	-	-	-	-	-
Participating in assessments and planning meetings	-	-	-	-	0.22	0.22	0.44	0.66	0.88	0.66	-
Travel time (between members)	4.39	4.39	-	-	1.76	1.76	1.76	1.76	1.76	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	0.88	-
Missed appointments	0.88	0.88	-	-	0.88	0.88	-	-	-	-	-
Recordkeeping and reporting	4.39	4.39	-	-	0.88	1.76	2.20	2.64	3.08	1.32	-
Employer and one-on-one supervision time	1.32	1.32	-	-	1.32	1.32	1.32	1.32	1.32	1.32	1.28
Training	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	2.00
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Administrative duties	-	-	-	-	-	-	-	-	-	-	-
Total	40.00	40.00	40.00	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
prepared for Maine Department of Health and Human Services**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

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, Group of 2	Skills Development, Group of 3	Skills Development, Group of 4	Day Support Services	Specialized Group Services
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Provider Survey (scaled to 40 hr. week)¹

(Adult) DD / Sub. Abuse / HIV / Homeless /
(Child) DD / Chronic Med. / Behav. Health

Recovery/ TREM/ DBT

Direct services	22.48 / 21.33 / 24.00 / 22.00 / 23.30 / 23.07 / 24.22	24.95	25.45	24.90	32.60		31.60		28.76	31.00 / 25.25 / 25.74
Participating in assessments and planning meetings					0.13		0.24		1.84	
Consultative services										
Providing 'after-care'	0.82 / 1.13 / 1.00 / 0.00 / 0.28 / 0.54 / 0.39									
Authorizing meds/ Lab monitoring/ consultation to physicians/ Conducting assessments/ Treatment planning/ Case reviews/ Home visits/ Court work										
Time lost due to rounding	1.40 / 2.16 / 0.00 / 1.00 / 1.07 / 1.04 / 1.01									
Travel time (between members)	5.96 / 4.60 / 5.00 / 2.00 / 5.26 / 4.59 / 4.41	3.72	2.16	1.72	1.83		1.71			
Transporting members	0.57 / 0.87 / 2.00 / 3.00 / 0.21 / 0.34 / 0.60	1.80	2.26	2.10	0.43		1.87			
Program set-up/ clean-up									4.15	1.00 / 1.00 / 1.39
Missed appointments	1.33 / 2.74 / 1.00 / 1.00 / 1.74 / 1.34 / 1.77	1.94	1.00	0.80	1.44		1.84			
APS Healthcare Reporting	1.15 / 2.11 / 0.00 / 0.00 / 2.67 / 1.42 / 2.40	1.96	0.45	1.44			0.16		1.72	0.00 / 1.50 / 1.80
Other recordkeeping	4.18 / 2.31 / 3.00 / 5.00 / 3.17 / 4.44 / 2.96	3.52	4.89	5.48	0.66		1.20		1.15	0.50 / 1.75 / 2.78
Employer and one-on-one supervision time	2.10 / 2.42 / 3.00 / 6.00 / 2.11 / 3.23 / 2.02	1.84	3.09	3.56	2.91		1.24		1.29	3.00 / 2.50 / 2.20
Other activities	0.00 / 0.32 / 1.00 / 0.00 / 0.20 / 0.00 / 0.23	0.28	0.70				0.14		1.09	4.50 / 8.00 / 6.09
Total	40.00 / 40.00 / 40.00 / 40.00 / 40.00 / 40.00 / 40.00	40.00	40.00	40.00	40.00		40.00		40.00	40.00 / 40.00 / 40.00

¹Weighted averages (by fiscal year 2015 revenue) without outliers

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Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Children's Habilitative Services, Center- and School-Based, One-to-One	Children's Habilitative Services, Center- and School-Based, Group of 2	Children's Habilitative Services, Center- and School-Based, Group of 3	Children's Habilitative Services, Center- and School-Based, Group of 4	Children's Habilitative Services, Home and Community, One-to-One	Children's Habilitative Services, Home and Community, Group of 2	Children's Habilitative Services, Home and Community, Group of 3	Children's Habilitative Services, Home and Community, Group of 4	Specialized Children's Habilitative Services, Center- and School-Based, One-to-One	Specialized Children's Habilitative Services, Center- and School-Based, Group of 2	Specialized Children's Habilitative Services, Center- and School-Based, Group of 3	Specialized Children's Habilitative Services, Home and Community, One-to-One	Specialized Children's Habilitative Services, Home and Community, Group of 2	Specialized Children's Habilitative Services, Home and Community, Group of 3	Specialized Children's Habilitative Services, Home and Community, Group of 4	Children's Habilitative Services, BCBA
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Typical Workweek' Without Training and PTO

Direct services	28.75	28.50	27.75	27.00	28.75	28.50	27.75	27.00	28.75	28.50	27.75	27.00	28.75	28.50	27.75	27.00	39.00
Coordination and collateral contacts (non-billable)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participating in assessments and planning meetings	0.25	0.50	0.75	1.00	0.25	0.50	0.75	1.00	0.25	0.50	0.75	1.00	0.25	0.50	0.75	1.00	-
Travel time (between members)	-	-	-	-	2.00	2.00	2.00	2.00	-	-	-	-	2.00	2.00	2.00	2.00	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.50	-	-	-	0.50	-	-	-	0.50	-	-	-	0.50	-	-	-	-
Recordkeeping and reporting	5.00	5.50	6.00	6.50	5.00	5.50	6.00	6.50	5.00	5.50	6.00	6.50	5.00	5.50	6.00	6.50	-
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	1.50	1.50	1.50	1.50	1.50	1.50	1.00
Administrative duties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	36.00	36.00	36.00	36.00	38.00	38.00	38.00	38.00	36.00	36.00	36.00	36.00	38.00	38.00	38.00	38.00	40.00

Avg. Workweek Adjusted for Training and PTO

Direct services	25.19	24.97	24.31	23.66	25.23	25.01	24.35	23.70	24.99	24.77	24.12	23.47	25.04	24.83	24.17	23.52	34.52
Coordination and collateral contacts (non-billable)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participating in assessments and planning meetings	0.22	0.44	0.66	0.88	0.22	0.44	0.66	0.88	0.22	0.43	0.65	0.87	0.22	0.44	0.65	0.87	-
Travel time (between members)	-	-	-	-	1.76	1.76	1.76	1.76	-	-	-	-	1.74	1.74	1.74	1.74	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.44	-	-	-	0.44	-	-	-	0.43	-	-	-	0.44	-	-	-	-
Recordkeeping and reporting	4.38	4.82	5.26	5.69	4.39	4.83	5.27	5.70	4.35	4.78	5.22	5.65	4.36	4.79	5.23	5.66	-
Employer and one-on-one supervision time	1.31	1.31	1.31	1.31	1.32	1.32	1.32	1.32	1.30	1.30	1.30	1.30	1.31	1.31	1.31	1.31	0.89
Training	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	0.75
Paid time off	3.46	3.46	3.46	3.46	3.65	3.65	3.65	3.65	3.46	3.46	3.46	3.46	3.65	3.65	3.65	3.65	3.85
Administrative duties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	36.00	36.00	36.00	36.00	38.00	38.00	38.00	38.00	36.00	36.00	36.00	36.00	38.00	38.00	38.00	38.00	40.00

**Review of Provider Rates for Behavioral Health and Targeted Case Management Services
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Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Children's Habilitative Services, Center- and School-Based, One-to-One	Children's Habilitative Services, Center- and School-Based, Group of 2	Children's Habilitative Services, Center- and School-Based, Group of 3	Children's Habilitative Services, Center- and School-Based, Group of 4	Children's Habilitative Services, Home and Community, One-to-One	Children's Habilitative Services, Home and Community, Group of 2	Children's Habilitative Services, Home and Community, Group of 3	Children's Habilitative Services, Home and Community, Group of 4	Specialized Children's Habilitative Services, Center- and School-Based, One-to-One	Specialized Children's Habilitative Services, Center- and School-Based, Group of 2	Specialized Children's Habilitative Services, Center- and School-Based, Group of 3	Specialized Children's Habilitative Services, Center- and School-Based, Group of 4	Specialized Children's Habilitative Services, Home and Community, One-to-One	Specialized Children's Habilitative Services, Home and Community, Group of 2	Specialized Children's Habilitative Services, Home and Community, Group of 3	Specialized Children's Habilitative Services, Home and Community, Group of 4	Children's Habilitative Services, BCBA
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Provider Survey (scaled to 40 hr. week) ¹

	School-Based / Preschool		School-Based / Preschool		School / Preschool / Home-Comm.
Direct services	30.00 / 25.06	31.89	30.00 / 24.62	27.06	- / 0.00 / 0.00
Participating in assessments and planning meetings	0.25 / 0.94	0.70	0.25 / 1.38	1.31	- / 30.00 / 26.74
Consultative services					
Providing 'after-care'					
Authorizing meds/ Lab monitoring/ consultation to physicians/ Conducting assessments/ Treatment planning/ Case reviews/ Home visits/ Court work					
Time lost due to rounding					
Travel time (between members)	0.00 / 0.60	2.64	0.00 / 0.35	5.06	- / 0.00 / 4.02
Transporting members					
Program set-up/ clean-up				-	
Missed appointments	2.00 / 2.91	1.26	2.00 / 4.19	1.30	- / 0.00 / 0.74
APS Healthcare Reporting	0.00 / 0.98	0.31	0.00 / 0.57		- / 0.00 / 1.52
Other recordkeeping	6.00 / 6.63	1.55	6.00 / 6.37	1.80	- / 3.00 / 2.76
Employer and one-on-one supervision time	1.00 / 2.29	1.57	1.00 / 2.17	3.48	- / 1.00 / 2.57
Other activities	0.75 / 0.60	0.07	0.75 / 0.35		- / 6.00 / 1.65
Total	40.00 / 40.00	40.00	40.00 / 40.00	40.00	- / 40.00 / 4.00

¹Weighted averages (by fiscal year 2015 revenue) without outliers

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Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Outpatient Therapy (Agency Psychologist/ Psychiatrist) One-to-One	Outpatient Therapy (Agency Psychologist/ Psychiatrist) Group of 2 to 4	Outpatient Therapy (Agency Psychologist/ Psychiatrist) Group of 5 to 7	Outpatient Therapy (Agency Psychologist/ Psychiatrist) Group of 8 or More	Outpatient Therapy (Agency Other Staff) One-to-One	Outpatient Therapy (Agency Other Staff) Group of 2 to 4	Outpatient Therapy (Agency Other Staff) Group of 5 to 7	Outpatient Therapy (Agency Other Staff) Group of 8 or More	Outpatient Therapy (Independent All Staff) One-to-One	Outpatient Therapy (Independent All Staff) Group of 2 to 4	Outpatient Therapy (Independent All Staff) Group of 5 to 7	Outpatient Therapy (Independent All Staff) Group of 8 or More	Intensive Outpatient Program	Medication Management (All Staff) - Adults	Medication Management (All Staff) - Children	Neuropsychological and Psychological Testing (Physician/ Psychologist)	Neuropsychological and Psychological Testing (Psych. Examiner)
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'Typical Workweek' Without Training and PTO

Direct services	29.50	31.50	30.50	29.50	29.50	31.50	30.50	29.50	25.50	27.50	26.50	25.50	31.25	29.25	27.25	28.25	35.50
Coordination and collateral contacts (non-billable)	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	5.00	7.00	1.00	-
Participating in assessments and planning meetings	0.25	0.50	0.75	1.00	0.25	0.50	0.75	1.00	0.25	0.50	0.75	1.00	0.25	-	-	-	-
Travel time (between members)	0.50	-	-	-	0.50	-	-	-	0.50	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	2.50	-	-	-	2.50	-	-	-	2.50	-	-	-	-	1.00	1.00	1.00	1.00
Recordkeeping and reporting	3.75	4.50	5.25	6.00	3.75	4.50	5.25	6.00	3.75	4.50	5.25	6.00	4.50	3.75	3.75	3.75	2.00
Employer and one-on-one supervision time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	-	-	-	-	1.50	1.00	1.00	1.00	1.50
Administrative duties	-	-	-	-	-	-	-	-	5.00	5.00	5.00	5.00	-	-	-	5.00	-
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Avg. Workweek Adjusted for Training and PTO

Direct services	26.29	28.07	27.18	26.29	26.11	27.88	26.99	26.11	22.57	24.34	23.45	22.57	27.66	26.07	24.29	25.18	31.42
Coordination and collateral contacts (non-billable)	2.23	2.23	2.23	2.23	2.21	2.21	2.21	2.21	2.21	2.21	2.21	2.21	2.21	4.46	6.24	0.89	-
Participating in assessments and planning meetings	0.22	0.45	0.67	0.89	0.22	0.44	0.66	0.89	0.22	0.44	0.66	0.89	0.22	-	-	-	-
Travel time (between members)	0.45	-	-	-	0.44	-	-	-	0.44	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	2.23	-	-	-	2.21	-	-	-	2.21	-	-	-	-	0.89	0.89	0.89	0.89
Recordkeeping and reporting	3.34	4.01	4.68	5.35	3.32	3.98	4.65	5.31	3.32	3.98	4.65	5.31	3.98	3.34	3.34	3.34	1.77
Employer and one-on-one supervision time	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	-	-	-	-	1.33	0.89	0.89	0.89	1.33
Training	0.50	0.50	0.50	0.50	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.50	0.50	0.50	0.75
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Administrative duties	-	-	-	-	-	-	-	-	4.52	4.52	4.52	4.52	-	-	-	4.52	-
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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Outpatient Therapy (Agency Psychologist/ Psychiatrist) One-to-One	Outpatient Therapy (Agency Psychologist/ Psychiatrist) Group of 2 to 4	Outpatient Therapy (Agency Psychologist/ Psychiatrist) Group of 5 to 7	Outpatient Therapy (Agency Psychologist/ Psychiatrist) Group of 8 or More	Outpatient Therapy (Agency Other Staff) One-to-One	Outpatient Therapy (Agency Other Staff) Group of 2 to 4	Outpatient Therapy (Agency Other Staff) Group of 5 to 7	Outpatient Therapy (Agency Other Staff) Group of 8 or More	Outpatient Therapy (Independent All Staff) One-to-One	Outpatient Therapy (Independent All Staff) Group of 2 to 4	Outpatient Therapy (Independent All Staff) Group of 5 to 7	Outpatient Therapy (Independent All Staff) Group of 8 or More	Intensive Outpatient Program	Medication Management (All Staff) - Adults	Medication Management (All Staff) - Children	Neuropsychological and Psychological Testing (Physician/ Psychologist)	Neuropsychological and Psychological Testing (Psych. Examiner)
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Provider Survey (scaled to 40 hr. week)¹

	Office Adult/ Office Child / School / Home-Comm. Adult / Home-Comm.	Office Adult/ Office Child / School / Home-Comm. Adult / Home-Comm.	Adult	Child		
Direct services	25.54 / 29.28 / 26.06 / 19.29 / 21.69 28.62 / 28.43 / - / 28.00 / -	25.54 / 29.28 / 26.06 / 19.29 / 21.69 28.62 / 28.43 / - / 28.00 / -	30.09	24.43	22.29	
Participating in assessments and planning meetings	0.40 / 0.71 / 1.10 / 0.44 / 0.65 0.17 / 0.25 / - / 0.00 / -	0.40 / 0.71 / 1.10 / 0.44 / 0.65 0.17 / 0.25 / - / 0.00 / -	0.26	0.47	0.68	
Consultative services						
Providing 'after-care'						
Authorizing meds/ Lab monitoring/ consultation to physicians/ Conducting assessments/ Treatment planning/ Case reviews/ Home visits/ Court work	0.36 / 0.36 / 0.21 / 0.00 / 0.00 0.15 / 0.25 / - / 0.50 / -	0.36 / 0.36 / 0.21 / 0.00 / 0.00 0.15 / 0.25 / - / 0.50 / -	0.71	8.81	9.25	
Time lost due to rounding						
Travel time (between members)	0.00 / 0.00 / 1.21 / 1.13 / 1.13 0.00 / 0.00 / - / 0.00 / -	0.00 / 0.00 / 1.21 / 1.13 / 1.13 0.00 / 0.00 / - / 0.00 / -				
Transporting members						
Program set-up/ clean-up						
Missed appointments	5.45 / 2.94 / 1.07 / 3.94 / 2.42 2.94 / 6.35 / - / 8.00 / -	5.45 / 2.94 / 1.07 / 3.94 / 2.42 2.94 / 6.35 / - / 8.00 / -	1.63			
APS Healthcare Reporting	0.80 / 0.58 / 0.36 / 0.24 / 0.24 0.97 / 1.17 / - / 0.00 / -	0.80 / 0.58 / 0.36 / 0.24 / 0.24 0.97 / 1.17 / - / 0.00 / -	3.04	0.08	1.06	
Other recordkeeping	4.07 / 3.08 / 2.71 / 9.50 / 7.21 1.51 / 1.52 / - / 0.00 / -	4.07 / 3.08 / 2.71 / 9.50 / 7.21 1.51 / 1.52 / - / 0.00 / -	2.06	2.40	2.35	
Employer and one-on-one supervision time	1.36 / 1.48 / 0.97 / 0.99 / 0.99 3.74 / 2.03 / - / 1.50 / -	1.36 / 1.48 / 0.97 / 0.99 / 0.99 3.74 / 2.03 / - / 1.50 / -	2.20	1.97	1.51	
Other activities	2.01 / 1.56 / 6.31 / 4.03 / 4.80 1.89 / 0.00 / - / 2.00 / -	2.01 / 1.56 / 6.31 / 4.03 / 4.80 1.89 / 0.00 / - / 2.00 / -		1.84	2.85	
Total	40.00 / 40.00 / 40.00 / 40.00 / 40.00 40.00 / 40.00 / - / 40.00 / -	40.00 / 40.00 / 40.00 / 40.00 / 40.00 40.00 / 40.00 / - / 40.00 / -	40.00	40.00	40.00	

¹Weighted averages (by fiscal year 2015 revenue) without outliers

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Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Children's Home and Community Based Treatment (Bachelor's)	Children's Home and Community Based Treatment (Master's)	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 (Bachelor's) One-to-One	Children's Behavioral Health Day Treatment (Bachelor's) Group of 2	Children's Behavioral Health Day Treatment (Bachelor's) Group of 3	Children's Behavioral Health Day Treatment (Bachelor's) 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	Children's Behavioral Health Day Treatment (BCBA)
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Typical Workweek' Without Training and PTO

Direct services	31.00	29.50	28.75	28.50	27.75	27.00	28.75	28.50	27.75	27.00	30.00	29.50	29.00	28.50	39.00
Coordination and collateral contacts (non-billable)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participating in assessments and planning meetings	-	-	0.25	0.50	0.75	1.00	0.25	0.50	0.75	1.00	4.00	4.00	4.00	4.00	-
Travel time (between members)	6.00	6.00	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.50	0.50	0.50	-	-	-	0.50	-	-	-	-	-	-	-	-
Recordkeeping and reporting	1.00	3.00	5.00	5.50	6.00	6.50	5.00	5.50	6.00	6.50	5.00	5.50	6.00	6.50	-
Employer and one-on-one supervision time	1.50	1.00	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.00	1.00	1.00	1.00	1.00
Administrative duties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	40.00	40.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	40.00	40.00	40.00	40.00	40.00

Avg. Workweek Adjusted for Training and PTO

Direct services	27.24	25.92	25.19	24.97	24.31	23.66	25.19	24.97	24.31	23.66	26.36	25.92	25.48	25.04	34.52
Coordination and collateral contacts (non-billable)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participating in assessments and planning meetings	-	-	0.22	0.44	0.66	0.88	0.22	0.44	0.66	0.88	3.52	3.52	3.52	3.52	-
Travel time (between members)	5.27	5.27	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.44	0.44	0.44	-	-	-	0.44	-	-	-	-	-	-	-	-
Recordkeeping and reporting	0.88	2.64	4.38	4.82	5.26	5.69	4.38	4.82	5.26	5.69	4.39	4.83	5.27	5.71	-
Employer and one-on-one supervision time	1.32	0.88	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	0.88	0.88	0.88	0.88	0.89
Training	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.75
Paid time off	3.85	3.85	3.46	3.46	3.46	3.46	3.46	3.46	3.46	3.46	3.85	3.85	3.85	3.85	3.85
Administrative duties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	40.00	40.00	36.00	36.00	36.00	36.00	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
Final Rate Models
prepared for Maine Department of Health and Human Services**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Children's Home and Community Based Treatment (Bachelor's)	Children's Home and Community Based Treatment (Master's)	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 (Bachelor's) One-to-One	Children's Behavioral Health Day Treatment (Bachelor's) Group of 2	Children's Behavioral Health Day Treatment (Bachelor's) Group of 3	Children's Behavioral Health Day Treatment (Bachelor's) 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	Children's Behavioral Health Day Treatment (BCBA)
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Provider Survey (scaled to 40 hr. week) ¹

			Public School-Special Purpose / Preschool-Other		Public School-Special Purpose / Preschool-Other	School-Special / Preschool-Other
Direct services	25.43	19.28	29.90 / 25.08		12.58 / 20.10	2.23 / 0.00
Participating in assessments and planning meetings	1.34	1.07	1.22 / 1.79		4.75 / 3.64	3.36 / 4.00
Consultative services					7.22 / 3.64	13.97 / 24.00
Providing 'after-care'						
Authorizing meds/ Lab monitoring/ consultation to physicians/ Conducting assessments/ Treatment planning/ Case reviews/ Home visits/ Court work	0.25	2.93				
Time lost due to rounding						
Travel time (between members)	6.10	6.05				
Transporting members						
Program set-up/ clean-up			2.89 / 6.28		1.34 / 1.79	4.88 / 2.00
Missed appointments	2.26	1.93				
APS Healthcare Reporting		1.86			2.15 / 3.79	2.53 / 0.00
Other recordkeeping	0.86	2.30	2.50 / 4.56		2.97 / 5.92	4.65 / 5.00
Employer and one-on-one supervision time	3.75	4.53	3.48 / 2.16		4.99 / 1.10	6.15 / 5.00
Other activities		0.06	0.00 / 0.12		4.00 / 0.00	2.23 / 0.00
Total	40.00	40.00	40.00 / 40.00		40.00 / 40.00	40.00 / 40.00

¹Weighted averages (by fiscal year 2015 revenue) without outliers