

Review of Payment Rates for Lifespan Program

Proposed Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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**Review of Payment Rates for Lifespan Programs
Proposed Rate Models
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Table of Contents

Comparison of Rates.....	1
Proposed Rate Models	
Community Resource Coordination.....	4
Support Broker.....	5
Home-Based Assistance.....	6
Agency Group Home.....	7
Shared Living.....	10
Community Supported Living.....	13
Respite Breaks and Opportunities.....	16
Facility Based Day Program	18
Community Connections Assistance.....	19
Community and Relationship Connecting.....	20
Home-Based Independent Living Skills Training.....	21
Career Planning.....	22
Supported Employment - Exploration.....	23
Job-Career Development Plan and Outcome.....	24
Integrated Employment Path Services.....	25
Self-Employment Start-Up Plan and Outcome.....	26
Job Coaching.....	27
Co-Worker Supports, Employment Specialist.....	28
Community Non-Medical Transportation.....	29
Benefits and Work Incentives Counseling.....	30
Peer Specialist Services.....	31
Family Empowerment Counseling.....	32
Housing Counseling.....	33
Behavioral Support Consultation Services.....	34
Appendices	
Appendix A: Wage Assumptions	
Appendix B: Benefits Assumptions	
Appendix C: Productivity Assumptions	
Appendix D: Agency Group Home Staffing Assumptions	

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Comparison of Proposed Rates

Service		Unit	Proposed Rate	Notes
Community Resource Coordination	Year 1	Month	\$459.11	Year 1 rate to be billed for the first 12 months an individual is enrolled in the Lifespan program
	Ongoing		\$392.15	
Support Broker	Standard	15 min.	\$19.75	
	Remote	15 min.	\$15.65	
Home-Based Assistance	Standard	15 min.	\$12.42	
	2 Members	15 min.	\$6.83	
	3 Members	15 min.	\$4.97	
	Tier 4	15 min.	\$13.27	
Remote Monitoring		Unit	\$250.00	Up to six units per month may be authorized to cover monitoring and interactive support
Agency Group Home	Tier 1, 2 Beds	Day	\$534.19	
	Tier 1, 3 Beds	Day	\$427.33	
	Tier 1, 4+ Beds	Day	\$347.95	
	Tier 2, 2 Beds	Day	\$609.11	
	Tier 2, 3 Beds	Day	\$489.41	
	Tier 2, 4+ Beds	Day	\$404.57	
	Tier 3, 2 Beds	Day	\$662.33	
	Tier 3, 3 Beds	Day	\$587.54	
	Tier 3, 4+ Beds	Day	\$478.16	
	Tier 4, 2 Beds	Day	\$773.10	
	Tier 4, 3 Beds	Day	\$719.46	
	Tier 4, 4+ Beds	Day	\$604.43	
Shared Living	Tier 1, 1 Member	Day	\$173.52	Proposed rates are based on a 350-day billing year to account for occasional absences
	Tier 2, 1 Member	Day	\$191.92	
	Tier 3, 1 Member	Day	\$210.32	
	Tier 4, 1 Member	Day	\$228.73	
	Tier 1, 2 Members	Day	\$160.11	
	Tier 2, 2 Members	Day	\$178.52	
	Tier 3, 2 Members	Day	\$196.91	
	Tier 4, 2 Members	Day	\$215.32	
	Tier 1, 3 Members	Day	\$155.64	
	Tier 2, 3 Members	Day	\$174.04	
	Tier 3, 3 Members	Day	\$192.45	
	Tier 4, 3 Members	Day	\$210.84	

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Service		Unit	Proposed Rate	Notes
Community Supported Living	Tier 1	Month	\$5,366.30	To bill the full monthly rates, providers must deliver at least 85 percent of assumed hours; otherwise, the monthly Oversight and Coordination rate is billed plus the actual hours of direct support provided in the month
	Tier 2	Month	\$6,279.83	
	Tier 3	Month	\$6,645.23	
	Tier 4	Month	\$7,953.79	
Community Supported Living - Oversight and Coordination	Tier 1	Month	\$2,339.47	
	Tier 2	Month	\$2,339.47	
	Tier 3	Month	\$2,339.47	
	Tier 4	Month	\$2,729.29	
Community Supported Living - Direct Support	Tier 1	15 min.	\$11.05	
	Tier 2	15 min.	\$11.05	
	Tier 3	15 min.	\$11.05	
	Tier 4	15 min.	\$11.90	
Home-Based Independent Living Skills Training	Standard	15 min.	\$15.89	
	Remote	15 min.	\$12.70	
Respite Breaks and Opportunities	Hourly	15 min.	\$11.58	Limited to 12 hours per day
	Daily	Day	\$585.76	
Facility Based Day Program	Tier 1	15 min.	\$4.27	Billing will be based on setting of service (both Community-Based and Center-Based supports could be billed on the same day)
	Tier 2	15 min.	\$4.68	
	Tier 3	15 min.	\$5.25	
	Tier 4	15 min.	\$6.58	
Community Connections Assistance	1 Member Served	15 min.	\$14.23	
	Tier 4	15 min.	\$15.12	
	2 Members Served	15 min.	\$9.33	
	3 Members Served	15 min.	\$6.98	
Community and Relationship Connecting	1 Member Served	15 min.	\$15.89	
	Tier 4	15 min.	\$16.98	
	2 Members Served	15 min.	\$9.98	
Career Planning		Hour	\$68.21	
Supported Employment - Exploration		Report	\$2,169.30	
Employment Specialist - Job-Career Development Plan and Outcome	Tier 1	Plan	\$2,714.80	
	Tier 2	Plan	\$3,393.50	
	Tier 3	Plan	\$4,072.20	
	Tier 4	Plan	\$4,750.90	

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Service		Unit	Proposed Rate	Notes
Integrated Employment Path Services	Standard	15 min.	\$14.63	
	2 Members Served	15 min.	\$8.05	
	Tier 4	15 min.	\$15.71	
Self-Employment Start-Up Plan and Outcome	Standard	15 min.	\$16.15	
	Remote	15 min.	\$14.21	
Job Coaching	Standard	15 min.	\$14.54	
	Remote	15 min.	\$12.50	
	Tier 4	15 min.	\$16.54	
Co-Worker Supports - Employment Specialist	Standard	15 min.	\$16.35	
	Remote	15 min.	\$14.07	
Benefits and Work Incentives Counseling		15 min.	\$14.14	
Peer Specialist Services	Standard	15 min.	\$12.49	
	Remote	15 min.	\$10.92	
Family Empowerment Counseling		15 min.	\$12.77	
Housing Counseling	Standard	15 min.	\$14.10	
	Remote	15 min.	\$12.49	
Behavioral Support Consultation	LCSW	15 min.	\$21.99	
	BCBA/ Psych.	15 min.	\$29.14	
	LCSW-Remote	15 min.	\$18.10	
	BCBA/ Psych.-Remote	15 min.	\$24.36	
Community Non-Medical Transportation	Standard	mile	\$3.27	
	Wheelchair	mile	\$3.40	

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Community Resource Coordination

		First Year	Ongoing
Unit of Service		Month	Month
Case-load	Average Caseload per Community Resource Coordinator	24	28
Resource Coord. Wages & Benefits	- Community Resource Coordinator Hourly Wage	\$36.98	\$36.98
	- Employee Benefit Rate (as % of wages)	25.7%	25.2%
	Annual Community Resource Coordinator Wage and Benefit Cost	\$96,686.43	\$96,301.84
	Monthly Staff Cost per Individual	\$335.72	\$286.61
Mileage	- Number of Miles Traveled per Month	750	750
	- Amount per Mile	\$0.700	\$0.700
	Monthly Mileage Cost	\$525.00	\$525.00
	Monthly Mileage Cost per Individual	\$21.88	\$18.75
Office Space	- Square Feet of Office Space	100	100
	- Annual Cost per Square Foot	\$16.00	\$16.00
	Annual Cost of Office Space	\$1,600.00	\$1,600.00
	Monthly Office Space Cost per Individual	\$5.56	\$4.76
Admin. and Program Support	Monthly Cost per Individual Before Admin. and Program Support	\$363.16	\$310.12
	- Program Support Funding per Month (\$30 Day x 5 Days/ Wk.)	\$650.00	\$650.00
	Monthly Program Support Cost per Individual	\$27.08	\$23.21
	- Administration Percent	15.0%	15.0%
	Monthly Administration Cost per Individual	\$68.87	\$58.82
	Rate per Month	\$459.11	\$392.15

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Support Broker

		Standard	Remote
	Unit of Service	15 Minute	15 Minute
Supports Broker Wages and Benefits	- Supports Broker Hourly Wage	\$27.51	\$27.51
	- Employee Benefit Rate (as % of wages)	30.7%	30.7%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.96	\$35.96
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (between members)	4.40	0.00
	- Recordkeeping	4.40	4.40
	- Employer and One-on-One Supervision Time	0.88	0.88
	- Training	0.96	0.96
	- Paid Time Off	3.85	3.85
	"Billable" Hours	25.51	29.91
	Productivity Adjustment	1.57	1.34
	Staff Cost per Billable Hour	\$56.46	\$48.19
Mileage	- Number of Miles Traveled per Week	175	0
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$122.50	\$0.00
	Mileage Cost per Billable Hour	\$4.80	\$0.00
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$61.26	\$48.19
	- Program Support Funding per Day	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.88	\$5.02
	- Administration Percent	15.0%	15.0%
	Administrative Cost per Billable Hour	\$11.85	\$9.39
	Total Cost per Billable Hour	\$78.99	\$62.60
	Rate per 15 Minutes	\$19.75	\$15.65

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Home-Based Assistance

		Home Support	
		Standard	Tier 4
Unit of Service		15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$19.76	\$21.74
	- Employee Benefit Rate (as % of wages)	38.3%	35.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.33	\$29.55
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (between members)	2.20	2.20
	- Participating in Care Plan Meetings	0.44	0.44
	- Recordkeeping	0.88	0.88
	- Employer and One-on-One Supervision Time	0.88	0.88
	- Training	0.96	0.96
	- Paid Time Off	3.85	3.85
	"Billable" Hours	30.79	30.79
	Productivity Adjustment	1.30	1.30
	Staff Cost After Productivity Adjustment	\$35.53	\$38.42
Mileage	- Number of Miles Traveled per Week	80	80
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$56.00	\$56.00
	Mileage Cost per Billable Hour	\$1.82	\$1.82
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$37.35	\$40.24
	- Program Support Funding per Day	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$4.87	\$4.87
	- Administration Percent	15.0%	15.0%
	Administrative Cost per Billable Hour	\$7.45	\$7.96
Total Cost per Billable Hour		\$49.67	\$53.07
Rate per 15 Minutes		\$12.42	\$13.27
Multiple Member Rates	<i>2 Members</i>		
	Rate Premium	10%	
	Total Hourly Rate	\$54.64	
	Rate per Member per 15 Minutes	\$6.83	
	<i>3 Members</i>		
	Rate Premium	20%	
	Total Hourly Rate	\$59.60	
	Rate per Member per 15 Minutes	\$4.97	

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Agency Group Home

		2 Residents			
Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
		1	2	3	4/M/B
Unit of Service		Day	Day	Day	Day
Direct Support Staff Wages and Benefits	<i>Regular Time</i>				
	- Direct Staff Hourly Wage	\$19.76	\$19.76	\$19.76	\$21.74
	- Employee Benefit Rate (as % of wages)	38.3%	38.3%	38.3%	35.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.33	\$27.33	\$27.33	\$29.55
	<i>Overtime</i>				
	- Direct Staff Hourly Overtime Wage (time-and-a-half)	\$29.65	\$29.65	\$29.65	\$32.61
	- Employee Benefit Rate (payroll taxes only)	11.2%	11.2%	11.2%	11.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.97	\$32.97	\$32.97	\$36.26
	- Overtime Rate (% of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.61	\$27.61	\$27.61	\$29.89
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Care Plan Meetings	0.22	0.22	0.22	0.22
	- Employer and One-on-One Supervision Time	0.88	0.88	0.88	0.87
	- Training	0.96	0.96	0.96	1.19
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	34.09	34.09	34.09	33.87
	Productivity Adjustment	1.17	1.17	1.17	1.18
	Staff Cost per Billable Hour	\$32.30	\$32.30	\$32.30	\$35.27
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	173.25	205.25	221.25	237.25
	Allocated Staff Hours per Member per Week	86.63	102.63	110.63	118.63
Weekly Staff Cost per Member		\$2,797.99	\$3,314.79	\$3,573.19	\$4,183.90
Mileage	<i>Capital Costs</i>				
	- Purchase Price	\$42,000	\$42,000	\$42,000	\$42,000
	- Salvage Value	20%	20%	20%	20%
	- Useful Life (Miles)	100,000	100,000	100,000	100,000
	Capital Cost per Mile	\$0.34	\$0.34	\$0.34	\$0.34
	<i>Operating Costs</i>				
	Amount per Mile (without capital)	\$0.370	\$0.370	\$0.370	\$0.370
	- Number of Miles per Week per Residence	300	300	300	300
	Allocated Miles per Member per Week	100.0	100.0	100.0	100.0
Weekly Mileage Cost per Member		\$71.00	\$71.00	\$71.00	\$71.00
Admin. and Program Support	Weekly Cost per Member Before Admin. and Program Support	\$2,868.99	\$3,385.79	\$3,644.19	\$4,254.90
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	- Administration Percent (2-person fixed at 3-person amount)				
Weekly Administration Cost/ Member		\$416.76	\$492.76	\$591.56	\$724.39
Prof. Supports	- Hours of Support per Week per Member	1.00	1.00	1.00	2.00
	- Cost per Hour (Sec. 20 Consultative-Psychologist rate)	\$89.96	\$89.96	\$89.96	\$89.96
	Weekly Professional Supports Cost per Member	\$89.96	\$89.96	\$89.96	\$179.92
Total Cost per Member per Week		\$3,585.71	\$4,088.55	\$4,445.75	\$5,189.29
Rate per Day		\$512.24	\$584.08	\$635.11	\$741.33
Rate per Day at 350 Days per Year		\$534.19	\$609.11	\$662.33	\$773.10

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Agency Group Home

		3 Residents			
Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
Unit of Service		1	2	3	4/M/B
		Day	Day	Day	Day
Direct Support Staff Wages and Benefits	<i>Regular Time</i>				
	- Direct Staff Hourly Wage	\$19.76	\$19.76	\$19.76	\$21.74
	- Employee Benefit Rate (as % of wages)	38.3%	38.3%	38.3%	35.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.33	\$27.33	\$27.33	\$29.55
	<i>Overtime</i>				
	- Direct Staff Hourly Overtime Wage (time-and-a-half)	\$29.65	\$29.65	\$29.65	\$32.61
	- Employee Benefit Rate (payroll taxes only)	11.2%	11.2%	11.2%	11.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.97	\$32.97	\$32.97	\$36.26
	- Overtime Rate (% of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.61	\$27.61	\$27.61	\$29.89
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Care Plan Meetings	0.22	0.22	0.22	0.22
	- Employer and One-on-One Supervision Time	0.88	0.88	0.88	0.87
	- Training	0.96	0.96	0.96	1.19
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	34.09	34.09	34.09	33.87
	Productivity Adjustment	1.17	1.17	1.17	1.18
	Staff Cost per Billable Hour	\$32.30	\$32.30	\$32.30	\$35.27
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	193.25	233.25	285.25	325.25
	Allocated Staff Hours per Member per Week	64.42	77.75	95.08	108.42
Weekly Staff Cost per Member		\$2,080.66	\$2,511.33	\$3,071.19	\$3,823.86
Mileage	<i>Capital Costs</i>				
	- Purchase Price	\$42,000	\$42,000	\$42,000	\$42,000
	- Salvage Value	20%	20%	20%	20%
	- Useful Life (Miles)	100,000	100,000	100,000	100,000
	Capital Cost per Mile	\$0.34	\$0.34	\$0.34	\$0.34
	<i>Operating Costs</i>				
	Amount per Mile (without capital)	\$0.370	\$0.370	\$0.370	\$0.370
	- Number of Miles per Week per Residence	300	300	300	300
	Allocated Miles per Member per Week	100.0	100.0	100.0	100.0
Weekly Mileage Cost per Member		\$71.00	\$71.00	\$71.00	\$71.00
Admin. and Program Support	Weekly Cost per Member Before Admin. and Program Support	\$2,151.66	\$2,582.33	\$3,142.19	\$3,894.86
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	- Administration Percent (2-person fixed at 3-person amount)	15.0%	15.0%	15.0%	15.0%
Weekly Administration Cost/ Member		\$416.76	\$492.76	\$591.56	\$724.39
Prof. Supports	- Hours of Support per Week per Member	1.00	1.00	1.00	2.00
	- Cost per Hour (Sec. 20 Consultative-Psychologist rate)	\$89.96	\$89.96	\$89.96	\$89.96
	Weekly Professional Supports Cost per Member	\$89.96	\$89.96	\$89.96	\$179.92
Total Cost per Member per Week		\$2,868.38	\$3,285.09	\$3,943.75	\$4,829.25
Rate per Day		\$409.77	\$469.30	\$563.39	\$689.89
Rate per Day at 350 Days per Year		\$427.33	\$489.41	\$587.54	\$719.46

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Agency Group Home

		4 or More Residents			
Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
		1	2	3	4/M/B
Unit of Service		Day	Day	Day	Day
Direct Support Staff Wages and Benefits	<i>Regular Time</i>				
	- Direct Staff Hourly Wage	\$19.76	\$19.76	\$19.76	\$21.74
	- Employee Benefit Rate (as % of wages)	38.3%	38.3%	38.3%	35.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.33	\$27.33	\$27.33	\$29.55
	<i>Overtime</i>				
	- Direct Staff Hourly Overtime Wage (time-and-a-half)	\$29.65	\$29.65	\$29.65	\$32.61
	- Employee Benefit Rate (payroll taxes only)	11.2%	11.2%	11.2%	11.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.97	\$32.97	\$32.97	\$36.26
	- Overtime Rate (% of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.61	\$27.61	\$27.61	\$29.89
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Care Plan Meetings	0.22	0.22	0.22	0.22
	- Employer and One-on-One Supervision Time	0.88	0.88	0.88	0.87
	- Training	0.96	0.96	0.96	1.19
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	34.09	34.09	34.09	33.87
	Productivity Adjustment	1.17	1.17	1.17	1.18
	Staff Cost per Billable Hour	\$32.30	\$32.30	\$32.30	\$35.27
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	213.25	253.25	305.25	361.25
	Allocated Staff Hours per Member per Week	53.31	63.31	76.31	90.31
Weekly Staff Cost per Member		\$1,721.99	\$2,044.99	\$2,464.89	\$3,185.32
Mileage	<i>Capital Costs</i>				
	- Purchase Price	\$42,000	\$42,000	\$42,000	\$42,000
	- Salvage Value	20%	20%	20%	20%
	- Useful Life (Miles)	100,000	100,000	100,000	100,000
	Capital Cost per Mile	\$0.34	\$0.34	\$0.34	\$0.34
	<i>Operating Costs</i>				
	Amount per Mile (without capital)	\$0.370	\$0.370	\$0.370	\$0.370
	- Number of Miles per Week per Residence	300	300	300	300
	Allocated Miles per Member per Week	75.0	75.0	75.0	75.0
Weekly Mileage Cost per Member		\$53.25	\$53.25	\$53.25	\$53.25
Admin. and Program Support	Weekly Cost per Member Before Admin. and Program Support	\$1,775.24	\$2,098.24	\$2,518.14	\$3,238.57
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	- Administration Percent (2-person fixed at 3-person amount)	15.0%	15.0%	15.0%	15.0%
Weekly Administration Cost/ Member		\$350.34	\$407.34	\$481.44	\$608.57
Prof. Supports	- Hours of Support per Week per Member	1.00	1.00	1.00	2.00
	- Cost per Hour (Sec. 20 Consultative-Psychologist rate)	\$89.96	\$89.96	\$89.96	\$89.96
	Weekly Professional Supports Cost per Member	\$89.96	\$89.96	\$89.96	\$179.92
Total Cost per Member per Week		\$2,335.58	\$2,715.58	\$3,209.58	\$4,057.14
Rate per Day		\$333.65	\$387.94	\$458.51	\$579.59
Rate per Day at 350 Days per Year		\$347.95	\$404.57	\$478.16	\$604.43

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Shared Living

		1 Resident			
Tier Levels		Tier 1 1	Tier 2 2	Tier 3 3	Tier 4 4/M/B
Unit of Service		Day	Day	Day	Day
Recruitment	- Number of Home Recruitments per Recruiter per Year	15	15	15	15
	- Recruiter Hourly Wage	\$31.94	\$31.94	\$31.94	\$31.94
	- Employee Benefit Rate (as % of wages)	28.0%	28.0%	28.0%	28.0%
	Annual Recruiter Cost (wages + benefits)	\$85,037.06	\$85,037.06	\$85,037.06	\$85,037.06
	Recruiter Cost per Home Recruitment	\$5,669.14	\$5,669.14	\$5,669.14	\$5,669.14
	- Number of Miles Traveled per Recruiter per Year	3,000	3,000	3,000	3,000
	- Total Miles per Home Recruitment	200	200	200	200
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Annual Recruiter Mileage Cost per Home Recruitment	\$140.00	\$140.00	\$140.00	\$140.00
	- Average Number of Years that a Home Provides Care	5.00	5.00	5.00	5.00
	Amortized Annual Recruitment Cost per Home	\$1,161.83	\$1,161.83	\$1,161.83	\$1,161.83
Home Coordinator	- Home Coordinator Hourly Wage	\$31.94	\$31.94	\$31.94	\$31.94
	- Employee Benefit Rate (as % of wages)	28.0%	28.0%	28.0%	28.0%
	Annual Home Coordinator Cost (wages + benefits)	\$85,037.06	\$85,037.06	\$85,037.06	\$85,037.06
	- Home Coordinator Caseload	18	18	18	18
	Annual Home Coordinator Cost per Home	\$4,724.28	\$4,724.28	\$4,724.28	\$4,724.28
	- Number of Miles Traveled per Year	9,000	9,000	9,000	9,000
	- Annual Miles per Home	500	500	500	500
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Annual Recruiter Mileage Cost per Home Recruitment	\$350.00	\$350.00	\$350.00	\$350.00
	Annual Home Coordination Cost per Home	\$5,074.28	\$5,074.28	\$5,074.28	\$5,074.28
Trainer	- Trainer Hourly Wage	\$31.94	\$31.94	\$31.94	\$31.94
	- Employee Benefit Rate (as a percent of wages)	28.0%	28.0%	28.0%	28.0%
	Annual Trainer Cost (wages + benefits)	\$85,037.06	\$85,037.06	\$85,037.06	\$85,037.06
	- Number of Homes per Full-Time Trainer	50	50	50	50
	Annual Trainer Cost per Home	\$1,700.74	\$1,700.74	\$1,700.74	\$1,700.74
	- Number of Miles Traveled per Year	3,000	3,000	3,000	3,000
	- Annual Miles per Home	60	60	60	60
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Annual Trainer Mileage Cost per Home Recruitment	\$42.00	\$42.00	\$42.00	\$42.00
	Annual Trainer Cost per Home	\$1,742.74	\$1,742.74	\$1,742.74	\$1,742.74
Home Payment	- Daily Payment to Home per <i>Member</i>	\$115.00	\$130.00	\$145.00	\$160.00
	Annual Payment per Home	\$41,975.00	\$47,450.00	\$52,925.00	\$58,400.00
Admin. and Program Support	Weekly Cost per Member Before Admin. And Program Support	\$49,953.85	\$55,428.85	\$60,903.85	\$66,378.85
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00
	Annual Program Support Cost per Home	\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Annual Administration Cost per Home	\$10,747.74	\$11,713.91	\$12,680.09	\$13,646.27
Total Annual Cost per Home		\$60,731.59	\$67,172.76	\$73,613.94	\$80,055.12
Rate per Day Per Member		\$166.39	\$184.03	\$201.68	\$219.33
Rate per Day at 350 Days per Year		\$173.52	\$191.92	\$210.32	\$228.73

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Shared Living

		2 Residents			
Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
		1	2	3	4/M/B
Unit of Service		Day	Day	Day	Day
Recruitment	- Number of Home Recruitments per Recruiter per Year	15	15	15	15
	- Recruiter Hourly Wage	\$31.94	\$31.94	\$31.94	\$31.94
	- Employee Benefit Rate (as % of wages)	28.0%	28.0%	28.0%	28.0%
	Annual Recruiter Cost (wages + benefits)	\$85,037.06	\$85,037.06	\$85,037.06	\$85,037.06
	Recruiter Cost per Home Recruitment	\$5,669.14	\$5,669.14	\$5,669.14	\$5,669.14
	- Number of Miles Traveled per Recruiter per Year	3,000	3,000	3,000	3,000
	- Total Miles per Home Recruitment	200	200	200	200
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Annual Recruiter Mileage Cost per Home Recruitment	\$140.00	\$140.00	\$140.00	\$140.00
	- Average Number of Years that a Home Provides Care	5.00	5.00	5.00	5.00
	Amortized Annual Recruitment Cost per Home	\$1,161.83	\$1,161.83	\$1,161.83	\$1,161.83
Home Coordinator	- Home Coordinator Hourly Wage	\$31.94	\$31.94	\$31.94	\$31.94
	- Employee Benefit Rate (as % of wages)	28.0%	28.0%	28.0%	28.0%
	Annual Home Coordinator Cost (wages + benefits)	\$85,037.06	\$85,037.06	\$85,037.06	\$85,037.06
	- Home Coordinator Caseload	18	18	18	18
	Annual Home Coordinator Cost per Home	\$4,724.28	\$4,724.28	\$4,724.28	\$4,724.28
	- Number of Miles Traveled per Year	9,000	9,000	9,000	9,000
	- Annual Miles per Home	500	500	500	500
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Annual Recruiter Mileage Cost per Home Recruitment	\$350.00	\$350.00	\$350.00	\$350.00
	Annual Home Coordination Cost per Home	\$5,074.28	\$5,074.28	\$5,074.28	\$5,074.28
Trainer	- Trainer Hourly Wage	\$31.94	\$31.94	\$31.94	\$31.94
	- Employee Benefit Rate (as a percent of wages)	28.0%	28.0%	28.0%	28.0%
	Annual Trainer Cost (wages + benefits)	\$85,037.06	\$85,037.06	\$85,037.06	\$85,037.06
	- Number of Homes per Full-Time Trainer	50	50	50	50
	Annual Trainer Cost per Home	\$1,700.74	\$1,700.74	\$1,700.74	\$1,700.74
	- Number of Miles Traveled per Year	3,000	3,000	3,000	3,000
	- Annual Miles per Home	60	60	60	60
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Annual Trainer Mileage Cost per Home Recruitment	\$42.00	\$42.00	\$42.00	\$42.00
	Annual Trainer Cost per Home	\$1,742.74	\$1,742.74	\$1,742.74	\$1,742.74
Home Payment	- Daily Payment to Home per <i>Member</i>	\$115.00	\$130.00	\$145.00	\$160.00
	Annual Payment per Home	\$83,950.00	\$94,900.00	\$105,850.00	\$116,800.00
Admin. and Program Support	Weekly Cost per Member Before Admin. And Program Support	\$91,928.85	\$102,878.85	\$113,828.85	\$124,778.85
	- Program Support Funding per Day	\$60.00	\$60.00	\$60.00	\$60.00
	Annual Program Support Cost per Home	\$21,900.00	\$21,900.00	\$21,900.00	\$21,900.00
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Annual Administration Cost per Home	\$20,087.44	\$22,019.80	\$23,952.15	\$25,884.50
Total Annual Cost per Home		\$112,076.29	\$124,958.65	\$137,841.00	\$150,723.35
Rate per Day Per Member		\$153.53	\$171.18	\$188.82	\$206.47
Rate per Day at 350 Days per Year		\$160.11	\$178.52	\$196.91	\$215.32

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Shared Living

		3 Residents			
Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
		1	2	3	4/M/B
Unit of Service		Day	Day	Day	Day
Recruitment	- Number of Home Recruitments per Recruiter per Year	15	15	15	15
	- Recruiter Hourly Wage	\$31.94	\$31.94	\$31.94	\$31.94
	- Employee Benefit Rate (as % of wages)	28.0%	28.0%	28.0%	28.0%
	Annual Recruiter Cost (wages + benefits)	\$85,037.06	\$85,037.06	\$85,037.06	\$85,037.06
	Recruiter Cost per Home Recruitment	\$5,669.14	\$5,669.14	\$5,669.14	\$5,669.14
	- Number of Miles Traveled per Recruiter per Year	3,000	3,000	3,000	3,000
	- Total Miles per Home Recruitment	200	200	200	200
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Annual Recruiter Mileage Cost per Home Recruitment	\$140.00	\$140.00	\$140.00	\$140.00
	- Average Number of Years that a Home Provides Care	5.00	5.00	5.00	5.00
	Amortized Annual Recruitment Cost per Home	\$1,161.83	\$1,161.83	\$1,161.83	\$1,161.83
Home Coordinator	- Home Coordinator Hourly Wage	\$31.94	\$31.94	\$31.94	\$31.94
	- Employee Benefit Rate (as % of wages)	28.0%	28.0%	28.0%	28.0%
	Annual Home Coordinator Cost (wages + benefits)	\$85,037.06	\$85,037.06	\$85,037.06	\$85,037.06
	- Home Coordinator Caseload	18	18	18	18
	Annual Home Coordinator Cost per Home	\$4,724.28	\$4,724.28	\$4,724.28	\$4,724.28
	- Number of Miles Traveled per Year	9,000	9,000	9,000	9,000
	- Annual Miles per Home	500	500	500	500
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Annual Recruiter Mileage Cost per Home Recruitment	\$350.00	\$350.00	\$350.00	\$350.00
	Annual Home Coordination Cost per Home	\$5,074.28	\$5,074.28	\$5,074.28	\$5,074.28
Trainer	- Trainer Hourly Wage	\$31.94	\$31.94	\$31.94	\$31.94
	- Employee Benefit Rate (as a percent of wages)	28.0%	28.0%	28.0%	28.0%
	Annual Trainer Cost (wages + benefits)	\$85,037.06	\$85,037.06	\$85,037.06	\$85,037.06
	- Number of Homes per Full-Time Trainer	50	50	50	50
	Annual Trainer Cost per Home	\$1,700.74	\$1,700.74	\$1,700.74	\$1,700.74
	- Number of Miles Traveled per Year	3,000	3,000	3,000	3,000
	- Annual Miles per Home	60	60	60	60
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Annual Trainer Mileage Cost per Home Recruitment	\$42.00	\$42.00	\$42.00	\$42.00
	Annual Trainer Cost per Home	\$1,742.74	\$1,742.74	\$1,742.74	\$1,742.74
Home Payment	- Daily Payment to Home per <i>Member</i>	\$115.00	\$130.00	\$145.00	\$160.00
	Annual Payment per Home	\$125,925.00	\$142,350.00	\$158,775.00	\$175,200.00
Admin. and Program Support	Weekly Cost per Member Before Admin. And Program Support	\$133,903.85	\$150,328.85	\$166,753.85	\$183,178.85
	- Program Support Funding per Day	\$90.00	\$90.00	\$90.00	\$90.00
	Annual Program Support Cost per Home	\$32,850.00	\$32,850.00	\$32,850.00	\$32,850.00
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Annual Administration Cost per Home	\$29,427.15	\$32,325.68	\$35,224.21	\$38,122.74
Total Annual Cost per Home		\$163,421.00	\$182,744.53	\$202,068.06	\$221,391.59
Rate per Day Per Member		\$149.24	\$166.89	\$184.54	\$202.18
Rate per Day at 350 Days per Year		\$155.64	\$174.04	\$192.45	\$210.84

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Community Supported Living
(billed when at least 80 percent of assumed direct support hours are delivered)

Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
		1	2	3	4/M/B
Unit of Service		Month	Month	Month	Month
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$19.76	\$19.76	\$19.76	\$21.74
	- Employee Benefit Rate (as % of wages)	38.3%	38.3%	38.3%	35.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.33	\$27.33	\$27.33	\$29.55
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (between members)	2.19	2.19	2.19	2.19
	- Participating in Care Plan Meetings	0.44	0.44	0.44	0.44
	- Recordkeeping	0.87	0.87	0.87	0.87
	- Employer and One-on-One Supervision Time	0.87	0.87	0.87	0.87
	- Training	1.19	1.19	1.19	1.19
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	30.59	30.59	30.59	30.59
	Productivity Adjustment	1.31	1.31	1.31	1.31
	Staff Cost per Billable Hour	\$35.74	\$35.74	\$35.74	\$38.64
	- Number of Hours of Support per Week	15.0	20.0	22.0	25.0
	Monthly Cost of Support	\$2,329.48	\$3,105.98	\$3,416.57	\$4,197.50
On-Call Costs	- Weekly Cost of On-Call Pay/ Stipends	\$150.00	\$150.00	\$150.00	\$150.00
	- Number of Members Covered	10.0	10.0	10.0	10.0
	On-Call Cost per Month	\$65.18	\$65.18	\$65.18	\$65.18
Mileage	- Number of Miles Traveled per Week	80	80	80	80
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Monthly Mileage Cost	\$243.33	\$243.33	\$243.33	\$243.33
Program Coordinator	- Program Coordinator Hourly Wage	\$30.33	\$30.33	\$30.33	\$30.33
	- Program Coordinator Benefit Rate	28.9%	28.9%	28.9%	28.9%
	Weekly Cost of Program Coordinator	\$1,563.81	\$1,563.81	\$1,563.81	\$1,563.81
	- Number of Members per Program Coordinator	10.0	10.0	10.0	10.0
	Program Coordinator Cost per Month	\$679.51	\$679.51	\$679.51	\$679.51
Admin. and Program Support	Monthly Cost Before Admin. and Program Support	\$3,317.50	\$4,094.00	\$4,404.59	\$5,185.52
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00
	Monthly Program Support Cost per Member	\$912.50	\$912.50	\$912.50	\$912.50
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Monthly Administration Cost/ Member	\$746.47	\$883.50	\$938.31	\$1,076.12
Prof. Supports	- Hours of Support per Week per Member	1.00	1.00	1.00	2.00
	- Cost per Hour (Sec. 20 Consultative-Psychologist rate)	\$89.96	\$89.96	\$89.96	\$89.96
	Monthly Professional Supports Cost per Member	\$389.83	\$389.83	\$389.83	\$779.65
Rate per Month		\$5,366.30	\$6,279.83	\$6,645.23	\$7,953.79

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Community Supported Living - Oversight and Coordination
(billed in addition to hourly direct support rate when direct supports are less than 80 percent of assumed hours)

Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
		1	2	3	4/M/B
Unit of Service		Month	Month	Month	Month
On-Call Costs	- Weekly Cost of On-Call Pay/ Stipends	\$150.00	\$150.00	\$150.00	\$150.00
	- Number of Members Covered	10.0	10.0	10.0	10.0
	On-Call Cost per Month	\$65.18	\$65.18	\$65.18	\$65.18
Program Coordinator	- Program Coordinator Hourly Wage	\$30.33	\$30.33	\$30.33	\$30.33
	- Program Coordinator Benefit Rate	28.9%	28.9%	28.9%	28.9%
	Weekly Cost of Program Coordinator	\$1,563.81	\$1,563.81	\$1,563.81	\$1,563.81
	- Number of Members per Program Coordinator	10.0	10.0	10.0	10.0
	Program Coordinator Cost per Month	\$679.51	\$679.51	\$679.51	\$679.51
Admin. and Program Support	Monthly Cost Before Admin. and Program Support	\$744.69	\$744.69	\$744.69	\$744.69
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00
	Monthly Program Support Cost per Member	\$912.50	\$912.50	\$912.50	\$912.50
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Monthly Administration Cost/ Member	\$292.45	\$292.45	\$292.45	\$292.45
Prof. Supports	- Hours of Support per Week per Member	1.00	1.00	1.00	2.00
	- Cost per Hour (Sec. 20 Consultative-Psychologist rate)	\$89.96	\$89.96	\$89.96	\$89.96
	Monthly Professional Supports Cost per Member	\$389.83	\$389.83	\$389.83	\$779.65
Rate per Month		\$2,339.47	\$2,339.47	\$2,339.47	\$2,729.29

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Community Supported Living - Direct Support

(billed in addition to the monthly oversight and coordination rate when direct supports are less than 80 percent of assumed)

Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
		1	2	3	4/M/B
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$19.76	\$19.76	\$19.76	\$21.74
	- Employee Benefit Rate (as % of wages)	38.3%	38.3%	38.3%	35.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.33	\$27.33	\$27.33	\$29.55
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (between members)	2.19	2.19	2.19	2.19
	- Participating in Care Plan Meetings	0.44	0.44	0.44	0.44
	- Recordkeeping	0.87	0.87	0.87	0.87
	- Employer and One-on-One Supervision Time	0.87	0.87	0.87	0.87
	- Training	1.19	1.19	1.19	1.19
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	30.59	30.59	30.59	30.59
	Productivity Adjustment	1.31	1.31	1.31	1.31
	Staff Cost per Billable Hour	\$35.74	\$35.74	\$35.74	\$38.64
Mileage	- Number of Miles Traveled per Week	80	80	80	80
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Weekly Mileage Cost	\$56.00	\$56.00	\$56.00	\$56.00
	Mileage Cost per Billable Hour	\$1.83	\$1.83	\$1.83	\$1.83
Admin.	Cost per Billable Hour Before Administration	\$37.57	\$37.57	\$37.57	\$40.47
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$6.63	\$6.63	\$6.63	\$7.14
Total Cost per Billable Hour		\$44.20	\$44.20	\$44.20	\$47.61
Rate per 15 Minutes		\$11.05	\$11.05	\$11.05	\$11.90

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Respite Breaks and Opportunities

	Unit of Service	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$19.21
	- Employee Benefit Rate (as % of wages)	39.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.72
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time (between members)	1.76
	- Recordkeeping	0.44
	- Employer and One-on-One Supervision Time	0.88
	- Training	0.96
	- Paid Time Off	3.85
	"Billable" Hours	32.11
	Productivity Adjustment	1.25
	Staff Cost After Productivity Adjustment	\$33.40
Mileage	- Number of Miles Traveled per Week	60
	- Amount per Mile	\$0.700
	Weekly Mileage Cost	\$42.00
	Mileage Cost per Billable Hour	\$1.31
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$34.71
	- Program Support Funding per Day	\$30.00
	Program Support Cost per Billable Hour	\$4.67
	- Administration Percent	15.0%
	Administrative Cost per Billable Hour	\$6.95
	Total Cost per Billable Hour	\$46.33
	Rate per 15 Minutes	\$11.58

Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Respite Breaks and Opportunities

	Unit of Service	Day
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$19.21
	- Employee Benefit Rate (as % of wages)	39.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.72
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Employer and One-on-One Supervision Time	0.88
	- Training	0.96
	- Paid Time Off	3.85
	"Billable" Hours	34.31
	Productivity Adjustment	1.17
	Staff Cost After Productivity Adjustment	\$31.26
	Number of Service Hours per Day	16.00
	Staff Cost After Productivity Adjustment	\$500.16
Admin. and Program Supp.	Cost per Billable Hour Before Admin. and Support	\$500.16
	- Program Support Funding per Day	\$30.00
	- Administration Percent	-
	Admin. Cost per Billable Hr. (based on 8 hrs at hourly rate)	\$55.60
	Rate per Day	\$585.76

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Facility Based Day Program

Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
		1	2	3	4/M/B
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$20.03	\$20.03	\$20.03	\$22.03
	- Employee Benefit Rate (as % of wages)	38.0%	38.0%	38.0%	35.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.64	\$27.64	\$27.64	\$29.85
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Care Plan Meetings	0.88	0.88	0.66	0.66
	- Program Preparation/ Set-Up/ Clean-Up	1.10	1.10	1.10	1.09
	- Recordkeeping	1.32	1.32	1.10	0.87
	- Employer and One-on-One Supervision Time	0.88	0.88	0.88	0.87
	- Training	0.96	0.96	0.96	1.19
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	31.01	31.01	31.45	31.47
	Productivity Adjustment	1.29	1.29	1.27	1.27
	Hourly Staff Cost per Billable Hour	\$35.66	\$35.66	\$35.10	\$37.91
	<i>Staffing Ratio</i>				
	- Group Size (Members per Staff)	6.0	5.0	4.0	3.0
	- Member Attendance Rate	85%	85%	85%	85%
	Adjusted Weighted Average of Number of Members per Staff	5.10	4.25	3.40	2.55
	Staff Cost per Member per Billable Hour	\$6.99	\$8.39	\$10.32	\$14.87
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Attendance (Based on Attendance Rate)	212.5	212.5	212.5	212.5
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,062.5	1,062.5	1,062.5	1,062.5
Facility	- Square Feet of Service Space per Member	100	100	100	100
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00
	Annual Facility Cost per Member	\$1,600.00	\$1,600.00	\$1,600.00	\$1,600.00
	Facility Cost per Member per Billable Hour	\$1.51	\$1.51	\$1.51	\$1.51
Admin. and Program Support	Cost per Member per Billable Hr. Before Admin. and Prog. Supp.	\$8.50	\$9.90	\$11.83	\$16.38
	- Program Support Funding per Member Day	\$30.00	\$30.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$6.00	\$6.00	\$6.00	\$6.00
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$2.56	\$2.81	\$3.15	\$3.95
Total Cost per Member per Billable Hour		\$17.06	\$18.71	\$20.98	\$26.33
Rate per 15 Minutes		\$4.27	\$4.68	\$5.25	\$6.58

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Community Connections Assistance

		Individual	Tier 4	1:2	1:3
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$20.03	\$22.03	\$20.03	\$20.03
	- Employee Benefit Rate (as % of wages)	38.0%	35.5%	38.0%	38.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.64	\$29.85	\$27.64	\$27.64
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Care Plan Meetings	0.44	0.44	0.44	0.66
	- Program Preparation/ Set-Up/ Clean-Up	0.66	0.66	1.10	1.10
	- Recordkeeping	0.88	0.87	0.88	0.88
	- Employer and One-on-One Supervision Time	0.88	0.87	0.88	0.88
	- Training	0.96	1.19	0.96	0.96
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	32.33	32.12	31.89	31.67
	Productivity Adjustment	1.24	1.25	1.25	1.26
	Hourly Staff Cost per Billable Hour	\$34.27	\$37.31	\$34.55	\$34.83
	<i>Staffing Ratio</i>				
	- Group Size (Members per Staff)			2.0	3.0
	- Member Attendance Rate	85%	85%	85%	85%
	Adjusted Weighted Average of Number of Members per Staff			1.70	2.55
Staff Cost per Member per Billable Hour		\$34.27	\$37.31	\$20.32	\$13.66
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Attendance (Based on Attendance Rate)	212.5	212.5	212.5	212.5
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,062.5	1,062.5	1,062.5	1,062.5
Mileage	- Number of Miles Traveled per Vehicle per Week	200	200	200	200
	- Number of Members per Vehicle	1.00	1.00	1.70	2.55
	Allocated Miles per Member per Week	200	200	118	78
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Annual Mileage Cost per Member (at 250 days of operation)	\$7,000.00	\$7,000.00	\$4,130.00	\$2,730.00
Mileage Cost per Member per Billable Hour		\$6.59	\$6.59	\$3.89	\$2.57
Facility	- Square Feet of Service Space per Member	100	100	100	100
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00
	Annual Facility Cost per Member	\$1,600.00	\$1,600.00	\$1,600.00	\$1,600.00
Facility Cost per Member per Billable Hour		\$1.51	\$1.51	\$1.51	\$1.51
Admin. and Program Support	Cost per Member per Billable Hr. Before Admin. and Prog. Supp.	\$42.37	\$45.41	\$25.72	\$17.74
	- Program Support Funding per Member Day	\$30.00	\$30.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$6.00	\$6.00	\$6.00	\$6.00
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$8.54	\$9.07	\$5.60	\$4.19
Total Cost per Member per Billable Hour		\$56.91	\$60.48	\$37.32	\$27.93
Rate per 15 Minutes		\$14.23	\$15.12	\$9.33	\$6.98

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Community and Relationship Connecting

		Individual	Tier 4	1:2
Unit of Service		15 Minute	15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.63	\$25.99	\$23.63
	- Employee Benefit Rate (as % of wages)	33.9%	31.8%	33.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.64	\$34.26	\$31.64
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time (between members)	2.19	2.17	2.19
	- Participating in Care Plan Meetings	0.44	0.43	0.44
	- Program Preparation/ Set-Up/ Clean-Up	1.75	1.74	1.75
	- Recordkeeping	0.88	0.87	0.88
	- Resource Development	2.19	2.17	2.19
	- Employer and One-on-One Supervision Time	0.88	0.87	0.88
	- Training	1.15	1.38	1.15
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	28.86	28.69	28.86
	Productivity Adjustment	1.39	1.39	1.39
	Hourly Staff Cost per Billable Hour	\$43.98	\$47.62	\$43.98
	<i>Staffing Ratio</i>			
	- Group Size (Members per Staff)			2.0
	- Member Attendance Rate			85%
	Adjusted Weighted Average of Number of Members per Staff			1.70
	Staff Cost per Member per Billable Hour	\$43.98	\$47.62	\$25.87
Mileage	- Number of Miles Traveled per Week	200	200	200
	- Amount per Mile	\$0.700	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$140.00	\$140.00
	Mileage Cost per Member per Billable Hour	\$4.85	\$4.88	\$2.85
Admin. and Program Support	Cost per Member per Billable Hour Before Admin. and Prog. Support	\$48.83	\$52.50	\$28.72
	- Program Support Funding per Member Day	\$30.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.20	\$5.23	\$5.20
	- Administration Percent	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$9.53	\$10.19	\$5.99
Total Cost per Member per Billable Hour		\$63.56	\$67.92	\$39.91
Rate per 15 Minutes		\$15.89	\$16.98	\$9.98

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Home-Based Independent Living Skills Training

		Standard	Remote
Unit of Service		15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.63	\$23.63
	- Employee Benefit Rate (as % of wages)	33.9%	33.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.64	\$31.64
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (between members)	3.94	0.00
	- Participating in Care Plan Meetings	0.44	0.44
	- Recordkeeping	0.88	0.88
	- Employer and One-on-One Supervision Time	0.88	0.88
	- Training	1.15	1.15
	- Paid Time Off	3.85	3.85
	"Billable" Hours	28.86	32.80
	Productivity Adjustment	1.39	1.22
	Staff Cost After Productivity Adjustment	\$43.98	\$38.60
Mileage	- Number of Miles Traveled per Week	200	0
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$0.00
	Mileage Cost per Billable Hour	\$4.85	\$0.00
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$48.83	\$38.60
	- Program Support Funding per Day	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.20	\$4.57
	- Administration Percent	15.0%	15.0%
	Administrative Cost per Billable Hour	\$9.53	\$7.62
Total Cost per Billable Hour		\$63.56	\$50.79
Rate per 15 Minutes		\$15.89	\$12.70

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Career Planning

	Unit of Service	Hour
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$25.21
	- Employee Benefit Rate (as % of wages)	32.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.41
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time (between members)	1.76
	- Participating in Care Plan Meetings	0.44
	- Collateral Contacts	4.40
	- Recordkeeping	0.88
	- Employer and One-on-One Supervision Time	0.88
	- Training	0.96
	- Paid Time Off	3.85
	"Billable" Hours	26.83
	Productivity Adjustment	1.49
	Staff Cost per Billable Hour	\$49.78
Mileage	- Number of Miles Traveled per Week	100
	- Amount per Mile	\$0.700
	Weekly Mileage Cost	\$70.00
	Mileage Cost per Billable Hour	\$2.61
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$52.39
	- Program Support Funding per Day	\$30.00
	Program Support Cost per Billable Hour	\$5.59
	- Administration Percent	15.0%
	Administrative Cost per Billable Hour	\$10.23
	Rate per Hour	\$68.21

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Supported Employment - Exploration

	Unit of Service	Report
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$25.21
	- Employee Benefit Rate (as % of wages)	32.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.41
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time (between members)	1.75
	- Incomplete reports	1.31
	- Participating in Care Plan Meetings	0.44
	- Collateral Contacts	4.38
	- Recordkeeping	0.88
	- Employer and One-on-One Supervision Time	0.88
	- Training	1.15
	- Paid Time Off	3.85
	"Billable" Hours	25.36
	Productivity Adjustment	1.58
	Staff Cost per Billable Hour	\$52.79
Mileage	- Number of Miles Traveled per Week	100
	- Amount per Mile	\$0.700
	Weekly Mileage Cost	\$70.00
	Mileage Cost per Billable Hour	\$2.76
Admin. and Program Support	Cost per Billable Hour Before Admin. and Support	\$55.55
	- Program Support Funding per Day	\$30.00
	Program Support Cost per Billable Hour	\$5.91
	- Administration Percent	15.0%
	Administrative Cost per Billable Hour	\$10.85
	Total Cost per Billable Hour	\$72.31
	- Hours to Complete Employment Exploration Report	30
	Rate for Complete Employment Exploration Report	\$2,169.30

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Job-Career Development Plan and Outcome

Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
		1	2	3	4/M/B
Unit of Service		Outcome	Outcome	Outcome	Outcome
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$25.21	\$25.21	\$25.21	\$25.21
	- Employee Benefit Rate (as % of wages)	32.5%	32.5%	32.5%	32.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.41	\$33.41	\$33.41	\$33.41
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (between members)	1.75	1.75	1.75	1.75
	- Participating in Care Plan Meetings	0.44	0.44	0.44	0.44
	- Incomplete Outcomes	1.31	1.31	1.31	1.31
	- Collateral Contacts	2.19	2.19	2.19	2.19
	- Recordkeeping	0.88	0.88	0.88	0.88
	- Employer and One-on-One Supervision Time	0.88	0.88	0.88	0.88
	- Training	1.15	1.15	1.15	1.15
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	27.55	27.55	27.55	27.55
	Productivity Adjustment	1.45	1.45	1.45	1.45
	Staff Cost per Billable Hour	\$48.44	\$48.44	\$48.44	\$48.44
Mileage	- Number of Miles Traveled per Week	150	150	150	150
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Weekly Mileage Cost	\$105.00	\$105.00	\$105.00	\$105.00
	Mileage Cost per Billable Hour	\$3.81	\$3.81	\$3.81	\$3.81
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$52.25	\$52.25	\$52.25	\$52.25
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.44	\$5.44	\$5.44	\$5.44
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$10.18	\$10.18	\$10.18	\$10.18
Total Cost per Billable Hour		\$67.87	\$67.87	\$67.87	\$67.87
Staff Hours for Outcome Achieved		40	50	60	70
Rate for Outcome Achieved		\$2,714.80	\$3,393.50	\$4,072.20	\$4,750.90

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Integrated Employment Path Services

		Standard	Tier 4
	Unit of Service	15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$21.17	\$23.29
	- Employee Benefit Rate (as % of wages)	36.5%	34.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.90	\$31.25
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (between members)	2.42	2.40
	- Participating in Care Plan Meetings	0.44	0.44
	- Collateral Contacts	2.20	2.19
	- Recordkeeping	0.88	0.87
	- Employer and One-on-One Supervision Time	0.88	0.87
	- Training	0.96	1.19
	- Paid Time Off	3.85	3.85
	"Billable" Hours	28.37	28.19
	Productivity Adjustment	1.41	1.42
	Staff Cost per Billable Hour	\$40.75	\$44.38
Mileage	- Number of Miles Traveled per Week	150	150
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$105.00	\$105.00
	Mileage Cost per Billable Hour	\$3.70	\$3.72
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$44.45	\$48.10
	- Program Support Funding per Day	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.29	\$5.32
	- Administration Percent	15.0%	15.0%
	Administrative Cost per Billable Hour	\$8.78	\$9.43
	Total Cost per Billable Hour	\$58.52	\$62.85
	Rate per 15 Minutes	\$14.63	\$15.71
Multiple Member Rates	2 Members		
	Rate Premium	10%	
	Total Hourly Rate	\$64.37	
	Rate per Member per 15 Minutes	\$8.05	

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
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Self-Employment Start-Up Plan and Outcome

		Standard	Remote
Unit of Service		15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$25.21	\$25.21
	- Employee Benefit Rate (as % of wages)	32.5%	32.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.41	\$33.41
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (between members)	1.76	0.00
	- Participating in Care Plan Meetings	0.44	0.44
	- Collateral Contacts	2.20	2.20
	- Recordkeeping	0.88	0.88
	- Employer and One-on-One Supervision Time	0.88	0.88
	- Training	0.96	0.96
	- Paid Time Off	3.85	3.85
	"Billable" Hours	29.03	30.79
	Productivity Adjustment	1.38	1.30
	Staff Cost per Billable Hour	\$46.11	\$43.43
Mileage	- Number of Miles Traveled per Week	150	0
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$105.00	\$0.00
	Mileage Cost per Billable Hour	\$3.62	\$0.00
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$49.73	\$43.43
	- Program Support Funding per Day	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.17	\$4.87
	- Administration Percent	15.0%	15.0%
	Administrative Cost per Billable Hour	\$9.69	\$8.52
Total Cost per Billable Hour		\$64.59	\$56.82
Rate per 15 Minutes		\$16.15	\$14.21

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Job Coaching

		Standard	Remote	Tier 4
Unit of Service		15 Minute	15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.13	\$23.13	\$27.73
	- Employee Benefit Rate (as % of wages)	34.4%	34.4%	30.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.08	\$31.08	\$36.19
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time (between members)	2.41	0.00	2.39
	- Participating in Care Plan Meetings	0.44	0.44	0.43
	- Recordkeeping	0.88	0.88	0.87
	- Employer and One-on-One Supervision Time	0.88	0.88	0.87
	- Training	1.15	1.15	1.38
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	30.39	32.80	30.21
	Productivity Adjustment	1.32	1.22	1.32
	Staff Cost per Billable Hour	\$41.03	\$37.92	\$47.77
Mileage	- Number of Miles Traveled per Week	150	0	150
	- Amount per Mile	\$0.700	\$0.700	\$0.700
	Weekly Mileage Cost	\$105.00	\$0.00	\$105.00
	Mileage Cost per Billable Hour	\$3.46	\$0.00	\$3.48
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$44.49	\$37.92	\$51.25
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$4.94	\$4.57	\$4.97
	- Administration Percent	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$8.72	\$7.50	\$9.92
Total Cost per Billable Hour		\$58.15	\$49.99	\$66.14
Rate per 15 Minutes		\$14.54	\$12.50	\$16.54

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Co-Worker Supports - Employment Specialist

		Standard	Remote
Unit of Service		15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$24.90	\$24.90
	- Employee Benefit Rate (as % of wages)	32.7%	32.7%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.04	\$33.04
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (between members)	2.42	0.00
	- Participating in Care Plan Meetings	0.44	0.44
	- Collateral Contacts	2.20	2.20
	- Recordkeeping	0.88	0.88
	- Employer and One-on-One Supervision Time	0.88	0.88
	- Training	0.96	0.96
	- Paid Time Off	3.85	3.85
	"Billable" Hours	28.37	30.79
	Productivity Adjustment	1.41	1.30
	Staff Cost per Billable Hour	\$46.59	\$42.95
Mileage	- Number of Miles Traveled per Week	150	0
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$105.00	\$0.00
	Mileage Cost per Billable Hour	\$3.70	\$0.00
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$50.29	\$42.95
	- Program Support Funding per Day	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.29	\$4.87
	- Administration Percent	15.0%	15.0%
	Administrative Cost per Billable Hour	\$9.81	\$8.44
Total Cost per Billable Hour		\$65.39	\$56.26
Rate per 15 Minutes		\$16.35	\$14.07

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Community Non-Medical Transportation

		Standard	Wheelchair
Unit of Service		Mile	Mile
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$19.76	\$19.76
	- Employee Benefit Rate (as % of wages)	38.3%	38.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.33	\$27.33
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Recordkeeping	0.44	0.44
	- Travel time (between members)	8.80	7.92
	- Assisting individuals on/off vehicle	4.40	6.60
	- Employer and one-on-one supervision time	0.88	0.88
	- Training	0.96	0.96
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.67	19.35
	Productivity Adjustment	1.94	2.07
	Weekly Staff Cost After Productivity Adjustment	\$1,093.20	\$1,093.20
Mileage	- Number of Miles Traveled per Week	1,000	950
	<i>Vehicle Expense</i>		
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$700.00	\$665.00
Admin. and Program Support	- Number of Billable Miles per Week	700	660
	- Program Support Funding per Day	\$30.00	\$30.00
	Program Support Cost per Week	\$150.00	\$150.00
	Cost per Week Before Administration	\$1,943.20	\$1,908.20
	- Administration Percent	15.0%	15.0%
	Administrative Cost per Week	\$342.92	\$336.74
	Cost per Week	\$2,286.12	\$2,244.94
Rate per Mile		\$3.27	\$3.40

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Benefits and Work Incentives Counseling

	Unit of Service	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.42
	- Employee Benefit Rate (as % of wages)	34.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.41
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time (between members)	1.76
	- Recordkeeping	1.76
	- Employer and One-on-One Supervision Time	0.88
	- Training	0.96
	- Paid Time Off	3.85
	"Billable" Hours	30.79
	Productivity Adjustment	1.30
	Staff Cost per Billable Hour	\$40.83
Mileage	- Number of Miles Traveled per Week	60
	- Amount per Mile	\$0.700
	Weekly Mileage Cost	\$42.00
	Mileage Cost per Billable Hour	\$1.36
Office Space	- Square Feet of Office Space	100
	- Annual Cost per Square Foot	\$16.00
	Annual Facility Cost	\$1,600.00
	Facility Cost per Billable Hour	\$1.00
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$43.19
	- Program Support Funding per Day	\$30.00
	Program Support Cost per Billable Hour	\$4.87
	- Administration Percent	15.0%
	Administrative Cost per Billable Hour	\$8.48
	Total Cost per Billable Hour	\$56.54
	Rate per 15 Minutes	\$14.14

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Peer Specialist Services

		Standard	Remote
Unit of Service		15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$19.38	\$19.38
	- Employee Benefit Rate (as % of wages)	38.9%	38.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.92	\$26.92
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (between members)	2.42	0.00
	- Recordkeeping	0.88	0.88
	- Employer and One-on-One Supervision Time	1.32	1.32
	- Training	0.96	0.96
	- Paid Time Off	3.85	3.85
	"Billable" Hours	30.57	32.99
	Productivity Adjustment	1.31	1.21
Staff Cost per Billable Hour		\$35.27	\$32.57
Mileage	- Number of Miles Traveled per Week	100	0
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$70.00	\$0.00
	Mileage Cost per Billable Hour	\$2.29	\$0.00
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$37.56	\$32.57
	- Program Support Funding per Day	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$4.91	\$4.55
	- Administration Percent	15.0%	15.0%
	Administrative Cost per Billable Hour	\$7.49	\$6.55
Total Cost per Billable Hour		\$49.96	\$43.67
Rate per 15 Minutes		\$12.49	\$10.92

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Family Empowerment Counseling

Unit of Service		15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$19.38
	- Employee Benefit Rate (as % of wages)	38.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.92
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time (between members)	2.42
	- Recordkeeping	0.88
	- Resource Development	1.10
	- Employer and One-on-One Supervision Time	0.88
	- Training	0.96
	- Paid Time Off	3.85
	"Billable" Hours	29.91
	Productivity Adjustment	1.34
	Staff Cost per Billable Hour	\$36.07
Mileage	- Number of Miles Traveled per Week	100
	- Amount per Mile	\$0.700
	Weekly Mileage Cost	\$70.00
	Mileage Cost per Billable Hour	\$2.34
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$38.41
	- Program Support Funding per Day	\$30.00
	Program Support Cost per Billable Hour	\$5.02
	- Administration Percent	15.0%
	Administrative Cost per Billable Hour	\$7.66
Total Cost per Billable Hour		\$51.09
Rate per 15 Minutes		\$12.77

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Housing Counseling

		Standard	Remote
Unit of Service		15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.63	\$23.63
	- Employee Benefit Rate (as % of wages)	33.9%	33.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.64	\$31.64
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (between members)	2.42	0.00
	- Recordkeeping	0.88	0.88
	- Employer and One-on-One Supervision Time	0.88	0.88
	- Training	0.96	0.96
	- Paid Time Off	3.85	3.85
	"Billable" Hours	31.01	33.43
	Productivity Adjustment	1.29	1.20
	Staff Cost per Billable Hour	\$40.82	\$37.97
Mileage	- Number of Miles Traveled per Week	100	0
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$70.00	\$0.00
	Mileage Cost per Billable Hour	\$2.26	\$0.00
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$43.08	\$37.97
	- Program Support Funding per Day	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$4.84	\$4.49
	- Administration Percent	15.0%	15.0%
	Administrative Cost per Billable Hour	\$8.46	\$7.49
Total Cost per Billable Hour		\$56.38	\$49.95
Rate per 15 Minutes		\$14.10	\$12.49

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Behavioral Support Consultation

		Community		Remote	
		LCSW	BCBA/ Psychologist	LCSW	BCBA/ Psychologist
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute
Clinician Wages and Benefits	- Clinician Hourly Wage	\$34.59	\$49.80	\$34.59	\$49.80
	- Employee Benefit Rate (as % of wages)	26.7%	21.9%	26.7%	21.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$43.83	\$60.71	\$43.83	\$60.71
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (between members)	4.40	4.40	-	-
	- Recordkeeping	2.20	2.20	2.64	2.64
	- Employer and One-on-One Supervision Time	0.88	0.88	0.88	0.88
	- Training	0.96	0.96	0.96	0.96
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	27.71	27.71	31.67	31.67
	Productivity Adjustment	1.44	1.44	1.26	1.26
	Staff Cost per Billable Hour	\$63.12	\$87.42	\$55.23	\$76.49
Mileage	- Number of Miles Traveled per Week	175	175	0	0
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	Weekly Mileage Cost	\$122.50	\$122.50	\$0.00	\$0.00
	Mileage Cost per Billable Hour	\$4.42	\$4.42	\$0.00	\$0.00
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$67.54	\$91.84	\$55.23	\$76.49
	- Program Support Funding per Day	\$40.00	\$40.00	\$40.00	\$40.00
	Program Support Cost per Billable Hour	\$7.22	\$7.22	\$6.32	\$6.32
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	Administrative Cost per Billable Hour	\$13.19	\$17.48	\$10.86	\$14.61
Total Cost per Billable Hour		\$87.95	\$116.54	\$72.41	\$97.42
Rate per Member per 15 Minutes		\$21.99	\$29.14	\$18.10	\$24.36

Review of Payment Rates for Lifespan Program

Appendices for Proposed Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

Burns & Associates, a Division of Health Management Associates
www.healthmanagement.com/about/burns-associates/

April 14, 2025

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

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

BLS Code and Title	Typical Education Requirement	Typical Work Experience	Typical On-The-Job Training To Attain Competency	Bureau of Labor Statistics Wages				
				10th %ile	25th %ile	50th %ile	75th %ile	90th %ile
11-9151 Social and community service managers	Bachelor's	Under 5 yrs.	None	\$24.14	\$28.70	\$35.00	\$39.70	\$46.80
19-3033 Clinical and counseling psychologists	Doctoral/ prof.	None	Intern/ resident	\$35.18	\$41.43	\$46.94	\$56.31	\$102.43
19-3034 School psychologist	Master's	None	Intern/ resident	\$28.55	\$33.60	\$36.75	\$40.91	\$51.91
21-1012 Ed./ guidance/ school/ voc. counselors	Master's	None	None	\$20.89	\$24.08	\$28.44	\$35.85	\$39.82
21-1015 Rehabilitation counselors	Master's	None	None	\$18.43	\$18.43	\$22.08	\$28.72	\$39.54
21-1018 Sub. abuse/ behav./ mental hlth. couns.	Bachelor's	None	None	\$21.06	\$23.25	\$29.31	\$35.34	\$44.74
21-1021 Child/ family/ school social workers	Bachelor's	None	None	\$23.67	\$27.24	\$30.11	\$34.33	\$39.85
21-1022 Healthcare social workers	Master's	None	Intern/ resident	\$26.23	\$30.65	\$34.86	\$37.39	\$41.69
21-1023 Mental health/ sub. abuse social work	Master's	None	Intern/ resident	\$22.14	\$25.39	\$32.60	\$41.39	\$50.07
21-1091 Health educator	Bachelor's	None	None	\$23.01	\$24.51	\$28.59	\$33.65	\$42.05
21-1093 Social and human service assistants	High school	None	Short-term OTJ	\$18.58	\$20.35	\$22.27	\$23.71	\$27.08
21-1094 Community health workers	High school	None	Short-term OTJ	\$18.54	\$20.32	\$23.27	\$26.33	\$33.65
25-2052 Special ed. teachers, kinder./ elem. 1/	Bachelor's	None	None	\$26.83	\$29.81	\$37.41	\$46.09	\$49.20
25-2057 Special ed. teachers, middle school 1/	Bachelor's	None	None	\$28.43	\$33.06	\$43.04	\$47.02	\$49.66
25-2058 Special ed. teachers, secondary school 1/	Bachelor's	None	None	\$29.01	\$30.04	\$37.79	\$46.03	\$49.56
25-9045 Teacher assistants 1/	Some college	None	None	\$19.48	\$23.23	\$27.42	\$29.88	\$31.09
29-1031 Dietitians and nutritionists	Bachelor's	None	Intern/ resident	\$21.70	\$27.30	\$31.34	\$36.82	\$44.23
29-1223 Psychiatrist 2/	Doctoral/ prof.	None	Intern/ resident	\$47.78	\$109.72	2/	2/	2/
29-1122 Occupational therapists	Master's	None	None	\$30.52	\$35.87	\$39.52	\$44.87	\$49.13
29-1123 Physical therapists	Doctoral/ prof.	None	None	\$36.00	\$38.48	\$45.14	\$48.87	\$54.53
29-1127 Speech-language pathologists	Master's	None	Intern/ resident	\$23.50	\$34.35	\$39.28	\$44.07	\$49.71
29-1141 Registered nurses	Bachelor's	None	None	\$31.89	\$36.97	\$39.84	\$47.11	\$50.42
29-2053 Psychiatric technicians	Postsec. award	Under 5 yrs.	Short-term OTJ	\$17.98	\$19.01	\$20.80	\$22.03	\$23.42
29-2061 Lic. practical/ lic. vocational nurses	Postsec. award	None	None	\$24.44	\$29.70	\$34.07	\$36.51	\$48.01
31-1120 Home health and personal care aides	High school	None	Short-term OTJ	\$16.70	\$17.26	\$18.11	\$19.38	\$21.74
31-1131 Nursing assistants	Postsec. award	None	None	\$17.96	\$19.36	\$21.94	\$23.27	\$26.24
31-1132 Orderlies	High school	None	Short-term OTJ	\$17.18	\$18.25	\$18.25	\$21.50	\$22.83
31-1133 Psychiatric aides	High school	None	Short-term OTJ	\$18.77	\$19.25	\$20.00	\$20.00	\$20.97
31-2011 Occupational therapist assistants	Associate's	None	None	\$24.28	\$25.74	\$28.54	\$31.94	\$35.58
31-2021 Physical therapist assistants	Associate's	None	None	\$24.01	\$27.05	\$29.25	\$31.84	\$34.64
31-2022 Physical therapist aides	High school	None	Short-term OTJ	\$15.66	\$16.81	\$17.24	\$27.73	\$33.25
31-9092 Medical assistant	Postsec. award	None	None	\$18.50	\$20.38	\$22.37	\$24.04	\$27.43
39-1022 First-line supervisor of pers. svc. worker	High school	Under 5 yrs.	None	\$18.00	\$21.01	\$23.62	\$27.58	\$33.57
39-9032 Recreation workers	High school	None	Short-term OTJ	\$14.18	\$15.15	\$17.27	\$21.61	\$24.23
39-9041 Residential advisers	High school	None	Short-term OTJ	\$17.52	\$18.50	\$20.70	\$23.39	\$27.05

1/ Only annual salaries are reported for teacher positions; hourly wages have been calculated based on a 1,600-hour work year.

2/ The BLS does not publish wages that exceed \$115 per hour (\$239,200 per year).

**Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services**

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

Adjustment for Wage Inflation ¹

BLS Dataset Month	May-24
# of Months from May 2024 to July 2025	14
Assumed Annual Wage Inflation for May 2024 to July 2025	5.20%
Total Inflation Factor	6.09%

¹Inflation amounts based on and ten-year (2014 - 2024) compound annual growth rate for net earnings in Maine; Source Bureau of Economic Analysis: <https://apps.bea.gov/regional/bearfacts/action.cfm>

**Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services**

**Appendix A: Wage Assumptions
BLS Wage Data With Inflation Adjustments**

BLS Code and Title		Estimated July 2025 Wages (Based on May 2024 BLS)				
		10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151	Social and community service managers	\$25.61	\$30.45	\$37.13	\$42.12	\$49.65
19-3033	Clinical and counseling psychologists	\$37.32	\$43.95	\$49.80	\$59.74	\$108.67
19-3034	School psychologist	\$30.29	\$35.65	\$38.99	\$43.40	\$55.07
21-1012	Ed./ guidance/ school/ voc. counselors	\$22.16	\$25.55	\$30.17	\$38.03	\$42.25
21-1015	Rehabilitation counselors	\$19.55	\$19.55	\$23.42	\$30.47	\$41.95
21-1018	Sub. abuse/ behav./ mental hlth. couns.	\$22.34	\$24.67	\$31.09	\$37.49	\$47.46
21-1021	Child/ family/ school social workers	\$25.11	\$28.90	\$31.94	\$36.42	\$42.28
21-1022	Healthcare social workers	\$27.83	\$32.52	\$36.98	\$39.67	\$44.23
21-1023	Mental health/ sub. abuse social work	\$23.49	\$26.94	\$34.59	\$43.91	\$53.12
21-1091	Health educator	\$24.41	\$26.00	\$30.33	\$35.70	\$44.61
21-1093	Social and human service assistants	\$19.71	\$21.59	\$23.63	\$25.15	\$28.73
21-1094	Community health workers	\$19.67	\$21.56	\$24.69	\$27.93	\$35.70
25-2052	Special ed. teachers, kinder./ elem. 1/	\$28.47	\$31.63	\$39.69	\$48.90	\$52.20
25-2057	Special ed. teachers, middle school 1/	\$30.16	\$35.08	\$45.66	\$49.88	\$52.68
25-2058	Special ed. teachers, secondary school 1/	\$30.78	\$31.87	\$40.10	\$48.83	\$52.58
25-9045	Teacher assistants 1/	\$20.66	\$24.64	\$29.09	\$31.69	\$32.99
29-1031	Dietitians and nutritionists	\$23.02	\$28.96	\$33.25	\$39.06	\$46.92
29-1223	Psychiatrist 2/	\$50.69	\$116.40	2/	2/	2/
29-1122	Occupational therapists	\$32.38	\$38.05	\$41.93	\$47.60	\$52.12
29-1123	Physical therapists	\$38.19	\$40.82	\$47.89	\$51.85	\$57.85
29-1127	Speech-language pathologists	\$24.93	\$36.44	\$41.67	\$46.75	\$52.74
29-1141	Registered nurses	\$33.83	\$39.22	\$42.27	\$49.98	\$53.49
29-2053	Psychiatric technicians	\$19.07	\$20.17	\$22.07	\$23.37	\$24.85
29-2061	Lic. practical/ lic. vocational nurses	\$25.93	\$31.51	\$36.14	\$38.73	\$50.93
31-1120	Home health and personal care aides	\$17.72	\$18.31	\$19.21	\$20.56	\$23.06
31-1131	Nursing assistants	\$19.05	\$20.54	\$23.28	\$24.69	\$27.84
31-1132	Orderlies	\$18.23	\$19.36	\$19.36	\$22.81	\$24.22
31-1133	Psychiatric aides	\$19.91	\$20.42	\$21.22	\$21.22	\$22.25
31-2011	Occupational therapist assistants	\$25.76	\$27.31	\$30.28	\$33.89	\$37.75
31-2021	Physical therapist assistants	\$25.47	\$28.70	\$31.03	\$33.78	\$36.75
31-2022	Physical therapist aides	\$16.61	\$17.83	\$18.29	\$29.42	\$35.27
31-9092	Medical assistant	\$19.63	\$21.62	\$23.73	\$25.50	\$29.10
39-1022	First-line supervisor of pers. svc. worker	\$19.10	\$22.29	\$25.06	\$29.26	\$35.61
39-9032	Recreation workers	\$15.04	\$16.07	\$18.32	\$22.93	\$25.71
39-9041	Residential advisers	\$18.59	\$19.63	\$21.96	\$24.81	\$28.70

1/ Only annual salaries are reported for teacher positions; hourly wages have been calculated based on a 1,600-hour work year.

2/ The BLS does not publish wages that exceed \$115 per hour (\$239,200 per year).

**Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services**

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

	Community Resource Coordination	Support Broker	Home-Based Assistance	Agency Group Home	Shared Living	Community Supported Living - Direct Support	Community Supported Living - Program Coordinator	Home-Based Independent Living Skills Training	Respite Breaks and Opportunities
BLS Code and Title									
11-9151 Social and community service managers									
19-3033 Clinical and counseling psychologists									
19-3034 School psychologist									
21-1012 Ed./ guidance/ school/ voc. counselors									
21-1015 Rehabilitation counselors									
21-1018 Sub. abuse/ behav./ mental hlth. couns.									
21-1021 Child/ family/ school social workers					100%				
21-1022 Healthcare social workers	100%								
21-1023 Mental health/ sub. abuse social work									
21-1091 Health educator		50%				100%			
21-1093 Social and human service assistants			10%	10%		10%		100%	
21-1094 Community health workers		50%							
25-2052 Special ed. teachers, kinder./ elem.									
25-2057 Special ed. teachers, middle school									
25-2058 Special ed. teachers, secondary school									
25-9045 Teacher assistants									
29-1031 Dietitians and nutritionists									
29-1223 Psychiatrist									
29-1122 Occupational therapists									
29-1123 Physical therapists									
29-1127 Speech-language pathologists									
29-1141 Registered nurses									
29-2053 Psychiatric technicians									
29-2061 Lic. practical/ lic. vocational nurses									
31-1120 Home health and personal care aides			70%	70%		70%			100%
31-1131 Nursing assistants									
31-1132 Orderlies									
31-1133 Psychiatric aides			10%	10%		10%			
31-2011 Occupational therapist assistants									
31-2021 Physical therapist assistants									
31-2022 Physical therapist aides									
31-9092 Medical assistant									
39-1022 First-line supervisor of pers. svc. worker									
39-9032 Recreation workers			10%	10%		10%			
39-9041 Residential advisers									
	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services**

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

	Facility Based Day Program	Community Connections Assistance	Community and Relationship Connecting	Career Planning	Supported Employment - Exploration	Job-Career Development Plan and Outcome	Integrated Employment Path Services	Self-Employment Start-Up Plan and Outcome	Job Coaching
BLS Code and Title									
11-9151 Social and community service managers									
19-3033 Clinical and counseling psychologists									
19-3034 School psychologist									
21-1012 Ed./ guidance/ school/ voc. counselors				25%	25%	25%	10%	25%	20%
21-1015 Rehabilitation counselors				25%	25%	25%	10%	25%	20%
21-1018 Sub. abuse/ behav./ mental hlth. couns.									
21-1021 Child/ family/ school social workers									
21-1022 Healthcare social workers									
21-1023 Mental health/ sub. abuse social work									
21-1091 Health educator									
21-1093 Social and human service assistants	20%	20%	100%	50%	50%	50%	10%	50%	20%
21-1094 Community health workers									
25-2052 Special ed. teachers, kinder./ elem.									
25-2057 Special ed. teachers, middle school									
25-2058 Special ed. teachers, secondary school									
25-9045 Teacher assistants									
29-1031 Dietitians and nutritionists									
29-1223 Psychiatrist									
29-1122 Occupational therapists									
29-1123 Physical therapists									
29-1127 Speech-language pathologists									
29-1141 Registered nurses									
29-2053 Psychiatric technicians									
29-2061 Lic. practical/ lic. vocational nurses									
31-1120 Home health and personal care aides	40%	40%					70%		40%
31-1131 Nursing assistants									
31-1132 Orderlies									
31-1133 Psychiatric aides	10%	10%							
31-2011 Occupational therapist assistants									
31-2021 Physical therapist assistants									
31-2022 Physical therapist aides									
31-9092 Medical assistant									
39-1022 First-line supervisor of pers. svc. worker									
39-9032 Recreation workers	30%	30%							
39-9041 Residential advisers									
	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services**

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

	Co-Worker Supports - Employment Specialist	Benefits and Work Incentives Counseling	Peer Specialist Services	Family Empowerment Counseling	Housing Counseling	Behavioral Support Consultation, LCSW	Behavioral Support Consultation, BCBA/ Psychologist	Community Non-Medical Transportation
BLS Code and Title								
11-9151 Social and community service managers							100%	
19-3033 Clinical and counseling psychologists								
19-3034 School psychologist								
21-1012 Ed./ guidance/ school/ voc. counselors	20%							
21-1015 Rehabilitation counselors	20%	100%						
21-1018 Sub. abuse/ behav./ mental hlth. couns.								
21-1021 Child/ family/ school social workers								
21-1022 Healthcare social workers								
21-1023 Mental health/ sub. abuse social work						100%		
21-1091 Health educator								
21-1093 Social and human service assistants	60%		20%	20%	100%			10%
21-1094 Community health workers								
25-2052 Special ed. teachers, kinder./ elem.								
25-2057 Special ed. teachers, middle school								
25-2058 Special ed. teachers, secondary school								
25-9045 Teacher assistants								
29-1031 Dietitians and nutritionists								
29-1223 Psychiatrist								
29-1122 Occupational therapists								
29-1123 Physical therapists								
29-1127 Speech-language pathologists								
29-1141 Registered nurses								
29-2053 Psychiatric technicians								
29-2061 Lic. practical/ lic. vocational nurses								
31-1120 Home health and personal care aides								70%
31-1131 Nursing assistants								
31-1132 Orderlies								
31-1133 Psychiatric aides								10%
31-2011 Occupational therapist assistants								
31-2021 Physical therapist assistants								
31-2022 Physical therapist aides								
31-9092 Medical assistant								
39-1022 First-line supervisor of pers. svc. worker								
39-9032 Recreation workers			80%	80%				10%
39-9041 Residential advisers								
	100%	100%	100%	100%	100%	100%	100%	100%

**Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services**

**Appendix A: Wage Assumptions
Rate Model Wage Assumptions¹
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

	Community Resource Coordination	Support Broker	Home-Based Assistance	Agency Group Home	Shared Living	Community Supported Living - Direct Support	Community Supported Living - Program Coordinator	Home-Based Independent Living Skills Training	Respite Breaks and Opportunities	Facility Based Day Program	Community Connections Assistance
10th %ile	\$27.83	\$22.04	\$17.87	\$17.87	\$25.11	\$17.87	\$24.41	\$19.71	\$17.72	\$17.53	\$17.53
25th %ile	\$32.52	\$23.78	\$18.63	\$18.63	\$28.90	\$18.63	\$26.00	\$21.59	\$18.31	\$18.51	\$18.51
50th %ile	\$36.98	\$27.51	\$19.76	\$19.76	\$31.94	\$19.76	\$30.33	\$23.63	\$19.21	\$20.03	\$20.03
75th %ile	\$39.67	\$31.82	\$21.32	\$21.32	\$36.42	\$21.32	\$35.70	\$25.15	\$20.56	\$22.26	\$22.26
90th %ile	\$44.23	\$40.16	\$23.81	\$23.81	\$42.28	\$23.81	\$44.61	\$28.73	\$23.06	\$24.91	\$24.91

¹Rate model wage assumptions are bolded, based on the assumed job requirements

²Tier 4 wage assumption includes a 10 percent premium on the wages

**Review of Payment Rates for Lifespan Programs
Proposed Rate Models
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**Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

	Community and Relationship Connecting	Career Planning	Supported Employment - Exploration	Job-Career Development Plan and Outcome	Integrated Employment Path Services	Self-Employment Start-Up Plan and Outcome	Job Coaching	Co-Worker Supports - Employment Specialist	Benefits and Work Incentives Counseling	Peer Specialist Services	Family Empowerment Counseling
10th %ile	\$19.71	\$20.28	\$20.28	\$20.28	\$18.55	\$20.28	\$19.37	\$20.17	\$19.55	\$15.97	\$15.97
25th %ile	\$21.59	\$22.07	\$22.07	\$22.07	\$19.49	\$22.07	\$20.66	\$21.97	\$19.55	\$17.17	\$17.17
50th %ile	\$23.63	\$25.21	\$25.21	\$25.21	\$21.17	\$25.21	\$23.13	\$24.90	\$23.42	\$19.38	\$19.38
75th %ile	\$25.15	\$29.70	\$29.70	\$29.70	\$23.76	\$29.70	\$26.95	\$28.79	\$30.47	\$23.37	\$23.37
90th %ile	\$28.73	\$35.42	\$35.42	\$35.42	\$27.44	\$35.42	\$31.81	\$34.08	\$41.95	\$26.31	\$26.31

¹Rate model wage assumptions are bolded, based on the assumed job requirements

²Tier 4 wage assumption includes a 10 percent premium on the wages

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

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

Housing Counseling	Behavioral Support Consultation, LCSW	Behavioral Support Consultation, BCBA/ Psychologist	Community Non-Medical Transportation	Tier 4 DSP	Tier 4, Facility Based Day Program	Tier 4, Community Connections Assistance	Tier 4, Community and Relationship Connecting	Tier 4, Integrated Employment Path Services	Tier 4, Job Coaching
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10th %ile	\$19.71	\$23.49	\$37.32	\$17.87	\$19.66	\$19.29	\$19.29	\$21.68	\$20.40	\$22.31
25th %ile	\$21.59	\$26.94	\$43.95	\$18.63	\$20.49	\$20.36	\$20.36	\$23.75	\$21.43	\$24.28
50th %ile	\$23.63	\$34.59	\$49.80	\$19.76	\$21.74	\$22.03	\$22.03	\$25.99	\$23.29	\$27.73
75th %ile	\$25.15	\$43.91	\$59.74	\$21.32	\$23.45	\$24.48	\$24.48	\$27.67	\$26.13	\$32.67
90th %ile	\$28.73	\$53.12	\$108.67	\$23.81	\$26.19	\$27.40	\$27.40	\$31.60	\$30.18	\$38.96

¹Rate model wage assumptions are bolded, based on the assumed job requirements

²Tier 4 wage assumption includes a 10 percent premium on the wages

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Appendix B: Benefits Assumptions to Establish Benefit Rates

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

Mandatory Benefits

FICA ²							7.65%
Federal UI ³							0.60%
State UI ⁴							2.32%
Workers' Comp.							3.00%
Paid Fam. Med.							0.50%

Paid Time Off⁵

Holidays	80%	100%	80%	100%	8.0	10.0	6.4	10.0
Vacation Leave	77%	100%	77%	100%	9.0	15.0	6.9	15.0
Sick Leave	87%		87%		7.0		6.1	
Total					24.0	25.0	19.4	25.0

Health Insurance⁶

Employee Only			41.8%		\$554.20	\$650.00		
Employee + One			12.2%			\$1,100.00		
Family			18.1%		\$1,408.58	\$1,650.00		
Total	68%	100%	53%	72.1%				\$704.55

Other Benefits⁷

	100%		100%		\$200.00		\$200.00
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Notes

¹BLS' 2023 National Compensation Survey (<https://www.bls.gov/ebs/publications/employee-benefits-in-the-united-states-march-2023.htm>); data reported is for private employers in the New England region.

²Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

³Applies to first \$7,000 in wages

⁴Rate model assumption reflects the tax rate assessed to new employers (inclusive of the 0.13 percent Competitive Skills Scholarship Fund assessment and the 0.15 percent for the Unemployment Program Administrative Fund assessment) in 2024; tax applies to first \$12,000 in wages.

⁵BLS data for vacation leave is based on national data for employees with 1-5 years of experience (average for those with 6-10 experience is 13 days of vacation).

⁶In addition to BLS data, the U.S. DHHS' Medical Expenditure Panel Survey data for Maine was reviewed. The average premium across all employers in 2023 was \$741 with an employer share of \$611 for an employee-only plan (Tables II.C.1 and II.C.2), \$1,401 with an employer share of \$1,049 for an employee-plus-one plan (Tables II.E.1 and II.E.2), and \$2,101 with an employer share of \$1,567 for a family plan (Tables II.D.1 and II.D.2).

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

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Appendix B: Benefits Assumptions
Benefit Rates by Wage Level Based on Benefits Assumptions

Hourly Wage	Annual Salary	Eff. Benefit Rate - Model Assumptions ^{1,2}	
		w/ Paid Time Off	w/o Paid Time Off
\$15	\$31,200	56.6%	47.0%
\$16	\$33,280	54.3%	44.7%
\$17	\$35,360	52.3%	42.8%
\$18	\$37,440	50.6%	41.0%
\$19	\$39,520	49.0%	39.4%
\$20	\$41,600	47.6%	38.0%
\$21	\$43,680	46.3%	36.7%
\$22	\$45,760	45.2%	35.6%
\$23	\$47,840	44.1%	34.5%
\$24	\$49,920	43.1%	33.5%
\$25	\$52,000	42.2%	32.6%
\$26	\$54,080	41.4%	31.8%
\$27	\$56,160	40.6%	31.0%
\$28	\$58,240	39.9%	30.3%
\$29	\$60,320	39.3%	29.7%
\$30	\$62,400	38.6%	29.1%
\$31	\$64,480	38.1%	28.5%
\$32	\$66,560	37.5%	27.9%
\$33	\$68,640	37.0%	27.4%
\$34	\$70,720	36.5%	27.0%
\$35	\$72,800	36.1%	26.5%
\$36	\$74,880	35.7%	26.1%
\$37	\$76,960	35.3%	25.7%
\$38	\$79,040	34.9%	25.3%
\$39	\$81,120	34.5%	24.9%
\$40	\$83,200	34.2%	24.6%
\$41	\$85,280	33.8%	24.3%
\$42	\$87,360	33.5%	23.9%
\$43	\$89,440	33.2%	23.6%

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

²Benefit rate in rate models exclude paid time off, which is incorporated in the models as a productivity adjustment

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Appendix C: Productivity Assumptions

Support Broker	Home-Based Assistance	Home-Based Assistance, Tier 4	Agency Group Home	Agency Group Home - Tier 4	Community Supported Living	Home-Based Independent Living Skills Training	Respite Breaks and Opportunities	Facility Based Day Program, Tier 1	Facility Based Day Program, Tier 2	Facility Based Day Program, Tier 3	Facility Based Day Program, Tier 4
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'Typical' Workweek

Direct services	29.00	35.00	35.00	38.75	38.75	35.00	33.00	36.50	35.25	35.25	35.75	36.00
Participating in care plan meetings	-	0.50	0.50	0.25	0.25	0.50	0.50	-	1.00	1.00	0.75	0.75
Incomplete outcomes and reports	-	-	-	-	-	-	-	-	-	-	-	-
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between members)	5.00	2.50	2.50	-	-	2.50	4.50	2.00	-	-	-	-
Assisting individuals on/off vehicle	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping	5.00	1.00	1.00	-	-	1.00	1.00	0.50	1.50	1.50	1.25	1.00
Employer and one-on-one supervision time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Resource development	-	-	-	-	-	-	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	-	-	-	-	-	-	-	-	1.25	1.25	1.25	1.25
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

Annual Hours for Training and PTO

Training	50	50	62	50	62	50	60	50	50	50	50	62
Paid time off	200	200	200	200	200	200	200	200	200	200	200	200

Workweek Adjusted for Training and PTO

Direct services	25.51	30.79	30.59	34.09	33.87	30.79	28.86	32.11	31.01	31.01	31.45	31.47
Participating in care plan meetings	-	0.44	0.44	0.22	0.22	0.44	0.44	-	0.88	0.88	0.66	0.66
Incomplete outcomes and reports	-	-	-	-	-	-	-	-	-	-	-	-
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between members)	4.40	2.20	2.19	-	-	2.20	3.94	1.76	-	-	-	-
Assisting individuals on/off vehicle	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping	4.40	0.88	0.87	-	-	0.88	0.88	0.44	1.32	1.32	1.10	0.87
Employer and one-on-one supervision time	0.88	0.88	0.87	0.88	0.87	0.88	0.88	0.88	0.88	0.88	0.88	0.87
Resource development	-	-	-	-	-	-	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	-	-	-	-	-	-	-	-	1.10	1.10	1.10	1.09
Training	0.96	0.96	1.19	0.96	1.19	0.96	1.15	0.96	0.96	0.96	0.96	1.19
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
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

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Appendix C: Productivity Assumptions

Community Connections Assistance, Individual	Community Connections Assistance, Individual, Tier 4	Community Connections Assistance, 1:2	Community Connections Assistance, 1:3	Community and Relationship Connecting	Community and Relationship Connecting, Tier 4	Career Planning	Supported Employment - Exploration	Job-Career Development Plan and Outcome	Integrated Employment Path Services	Integrated Employment Path Services, Tier 4	Self-Employment Start-Up Plan and Outcome
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'Typical' Workweek

Direct services	34.00	34.00	33.50	33.25	30.50	30.50	30.50	29.00	31.50	32.25	32.25	33.00
Participating in care plan meetings	0.50	0.50	0.50	0.75	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Incomplete outcomes and reports	-	-	-	-	-	-	-	1.50	1.50	-	-	-
Collateral contacts	-	-	-	-	-	-	5.00	5.00	2.50	2.50	2.50	2.50
Travel time (between members)	2.75	2.75	2.75	2.75	2.50	2.50	2.00	2.00	2.00	2.75	2.75	2.00
Assisting individuals on/off vehicle	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Employer and one-on-one supervision time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Resource development	-	-	-	-	2.50	2.50	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	0.75	0.75	1.25	1.25	2.00	2.00	-	-	-	-	-	-
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

Annual Hours for Training and PTO

Training	50	62	50	50	60	72	50	60	60	50	62	50
Paid time off	200	200	200	200	200	200	200	200	200	200	200	200

Workweek Adjusted for Training and PTO

Direct services	29.91	29.72	29.47	29.25	26.67	26.52	26.83	25.36	27.55	28.37	28.19	29.03
Participating in care plan meetings	0.44	0.44	0.44	0.66	0.44	0.43	0.44	0.44	0.44	0.44	0.44	0.44
Incomplete outcomes and reports	-	-	-	-	-	-	-	1.31	1.31	-	-	-
Collateral contacts	-	-	-	-	-	-	4.40	4.38	2.19	2.20	2.19	2.20
Travel time (between members)	2.42	2.40	2.42	2.42	2.19	2.17	1.76	1.75	1.75	2.42	2.40	1.76
Assisting individuals on/off vehicle	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping	0.88	0.87	0.88	0.88	0.88	0.87	0.88	0.88	0.88	0.88	0.87	0.88
Employer and one-on-one supervision time	0.88	0.87	0.88	0.88	0.88	0.87	0.88	0.88	0.88	0.88	0.87	0.88
Resource development	-	-	-	-	2.19	2.17	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	0.66	0.66	1.10	1.10	1.75	1.74	-	-	-	-	-	-
Training	0.96	1.19	0.96	0.96	1.15	1.38	0.96	1.15	1.15	0.96	1.19	0.96
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
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

Review of Payment Rates for Lifespan Programs
Proposed Rate Models
prepared for Maine Department of Health and Human Services

Appendix C: Productivity Assumptions

	Job Coaching	Job Coaching, Tier 4	Co-Worker Supports - Employment Specialist	Benefits and Work Incentives Counseling	Peer Specialist Services	Family Empowerment Counseling	Housing Counseling	Behavioral Support Consultation-Community	Behavioral Support Consultation-Remote	Community Non-Medical Transportation	Transportation - Wheelchair
<i>'Typical' Workweek</i>											
Direct services	34.75	34.75	32.25	35.00	34.75	34.00	32.75	31.50	36.00	23.50	22.00
Participating in care plan meetings	0.50	0.50	0.50	-	-	-	-	-	-	-	-
Incomplete outcomes and reports	-	-	-	-	-	-	-	-	-	-	-
Collateral contacts	-	-	2.50	-	-	-	2.50	-	-	-	-
Travel time (between members)	2.75	2.75	2.75	2.00	2.75	2.75	2.75	5.00	-	10.00	9.00
Assisting individuals on/off vehicle	-	-	-	-	-	-	-	-	-	5.00	7.50
Recordkeeping	1.00	1.00	1.00	2.00	1.00	1.00	1.00	2.50	3.00	0.50	0.50
Employer and one-on-one supervision time	1.00	1.00	1.00	1.00	1.50	1.00	1.00	1.00	1.00	1.00	1.00
Resource development	-	-	-	-	-	1.25	-	-	-	-	-
Program preparation/ set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
<i>Annual Hours for Training and PTO</i>											
Training	60	72	50	50	50	50	50	50	50	50	50
Paid time off	200	200	200	200	200	200	200	200	200	200	200
<i>Workweek Adjusted for Training and PTO</i>											
Direct services	30.39	30.21	28.37	30.79	30.57	29.91	28.81	27.71	31.67	20.67	19.35
Participating in care plan meetings	0.44	0.43	0.44	-	-	-	-	-	-	-	-
Incomplete outcomes and reports	-	-	0.00	-	-	-	-	-	-	-	-
Collateral contacts	-	-	2.20	-	-	-	2.20	-	-	-	-
Travel time (between members)	2.41	2.39	2.42	1.76	2.42	2.42	2.42	4.40	-	8.80	7.92
Assisting individuals on/off vehicle	-	-	-	-	-	-	-	-	-	4.40	6.60
Recordkeeping	0.88	0.87	0.88	1.76	0.88	0.88	0.88	2.20	2.64	0.44	0.44
Employer and one-on-one supervision time	0.88	0.87	0.88	0.88	1.32	0.88	0.88	0.88	0.88	0.88	0.88
Resource development	-	-	-	-	-	1.10	-	-	-	-	-
Program preparation/ set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-
Training	1.15	1.38	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96
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
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 Payment Rates for Lifespan Programs
Proposed Rate Models
 prepared for Maine Department of Health and Human Services

Appendix D: Agency Group Home Staffing Assumptions

Tier 1 Level 1	Tier 2 Level 2	Tier 3 Level 3	Tier 4 Levels 4/M/B
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Four or More Member Residences

<u>'Covered' Home Hours</u>				
Hours in a Week	168.00	168.00	168.00	168.00
Daytime Hours	112.00	112.00	112.00	112.00
Overnight Hours	56.00	56.00	56.00	56.00
<u>Staff Hours</u>				
Number of Staff on Shift During Daytime Hours	1.00	1.00	2.00	2.00
Number of Staff on Shift During Overnight Hours	1.00	1.00	1.00	2.00
Base Staff Hours	168.00	168.00	280.00	336.00
Shift Overlap Hours per Week (0.25 Hours per Shift per Day)	5.25	5.25	5.25	5.25
Floating Staff Hours	40.00	80.00	20.00	20.00
Total Additional Staff Hours for Residence	45.25	85.25	25.25	25.25
Total Hours per Home per Week	213.25	253.25	305.25	361.25
Hours per Client per Week	53.31	63.31	76.31	90.31

Three Member Residences

<u>'Covered' Home Hours</u>				
Hours in a Week	168.00	168.00	168.00	168.00
Daytime Hours	112.00	112.00	112.00	112.00
Overnight Hours	56.00	56.00	56.00	56.00
<u>Staff Hours</u>				
Number of Staff on Shift During Daytime Hours	1.00	1.00	2.00	2.00
Number of Staff on Shift During Overnight Hours	1.00	1.00	1.00	1.00
Base Staff Hours	168.00	168.00	280.00	280.00
Shift Overlap Hours per Week (0.25 Hours per Shift per Day)	5.25	5.25	5.25	5.25
Floating Staff Hours	20.00	60.00	0.00	40.00
Total Additional Staff Hours for Residence	25.25	65.25	5.25	45.25
Total Hours per Home per Week	193.25	233.25	285.25	325.25
Hours per Client per Week	64.42	77.75	95.08	108.42

Two-Member Residences

<u>'Covered' Home Hours</u>				
Hours in a Week	168.00	168.00	168.00	168.00
Daytime Hours	112.00	112.00	112.00	112.00
Overnight Hours	56.00	56.00	56.00	56.00
<u>Staff Hours</u>				
Number of Staff on Shift During Daytime Hours	1.00	1.00	1.00	1.00
Number of Staff on Shift During Overnight Hours	1.00	1.00	1.00	1.00
Base Staff Hours	168.00	168.00	168.00	168.00
Shift Overlap Hours per Week (0.25 Hours per Shift per Day)	5.25	5.25	5.25	5.25
Floating Staff Hours	0.00	16.00	24.00	32.00
Total Additional Staff Hours for Residence	5.25	37.25	53.25	69.25
Total Hours per Home per Week	173.25	205.25	221.25	237.25
Hours per Client per Week	86.63	102.63	110.63	118.63