

# Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29

## Final Recommended Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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September 11, 2025

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**Table of Contents**

Comparison of Current and Final Recommended Rates.....	1
Final Recommended Rate Models	
Care Coordination.....	3
Supports Brokerage.....	4
Home Support - Quarter-Hour.....	5
Home Support - Remote Monitoring.....	6
Agency Home Support.....	7
Sections 18/20 Residential Home Support.....	11
Shared Living.....	13
Respite Services.....	16
Community Membership-Group / Community Support-Community-Based.....	18
Community Supports - Center-Based.....	19
Community Membership-Group / Community Support-Community-Based (Section 20).....	20
Community Supports - Center-Based (Section 20).....	21
Community Membership-Individual.....	22
Work Ordered Clubhouse.....	23
Career Planning.....	24
Employment Specialist Services.....	25
Work Support.....	26
Work Support Group.....	27
Crisis Intervention Services.....	28
Appendices	
Appendix A: Wage Assumptions	
Appendix B: Benefits Assumptions	
Appendix C: Productivity Assumptions	
Appendix D: Section 21 Agency Home Support Staffing Assumptions	
Appendix E: Sections 18 and 21 Residential Home Support Staffing Assumptions	

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**Comparison of Current and Final Recommended Rates**

Service	Current Rate				Unit	Final Rate	Notes	
	Sec. 18	Sec. 20	Sec. 21	Sec. 29				
Care Coordination	\$19.80	\$19.80			15 min.	\$24.96		
Supports Brokerage	\$17.43	\$17.43		\$17.43	15 min.	\$19.75		
Home Support - Quarter-Hour	Standard				15 min.	\$12.94		
	Remote				15 min.	\$11.07		
	2 Members Served	\$10.94	\$10.94	\$10.94	\$10.94	15 min.	\$7.11	
	3 Members Served					15 min.	\$5.17	
	Tier 4					15 min.	\$13.91	
	2:1 Staffing					15 min.	\$23.22	
Home Support - Remote Monitoring	Monitor Only	\$3.07	\$3.07	\$3.07	\$3.07	15 min.	\$3.09	Separate rate for Interactive Support would be eliminated
	Interactive Support	\$10.94	\$10.94	\$10.94	\$10.94	15 min.	-	
Agency Home Support (Section 21)	First 168 Hours			\$33.64		Hour		One-person placements will be authorized and billed on an hourly basis while rates for shared group homes are fixed per diem rates that vary based on home size and an individual's assessed needs  Per diem rates for shared group homes are based on a 350-day billing year to account for occasional absences
	After 168 Hours			\$31.91		Hour		
	Medical Add-on			\$40.51		Hour		
	1 Bed					Hour	\$37.25	
	1 Bed, Tier 4					Hour	\$40.92	
	1 Bed, 2:1 Staffing					Hour	\$69.23	
	Tier 1, 2 Beds					Day	\$532.15	
	Tier 1, 3 Beds			✓		Day	\$425.75	
	Tier 1, 4+ Beds					Day	\$360.05	
	Tier 2, 2 Beds					Day	\$620.08	
	Tier 2, 3 Beds			✓		Day	\$500.91	
	Tier 2, 4+ Beds					Day	\$416.41	
	Tier 3, 2 Beds					Day	\$673.07	
	Tier 3, 3 Beds			✓		Day	\$598.61	
	Tier 3, 4+ Beds					Day	\$489.69	
	Tier 4, 2 Beds					Day	\$796.83	
	Tier 4, 3 Beds			✓		Day	\$743.41	
Tier 4, 4+ Beds					Day	\$628.86		
Home Support Level II (Section 18)	2 - 4 Beds	\$441.06				Day	\$501.47	Rates continue to be based on a 350-day billing year to account for occasional absences
	5 - 8 Beds	\$353.64				Day	\$406.51	
Home Support Level III (Section 18)	2 - 4 Beds	\$645.87				Day	\$689.20	Rates continue to be based on a 350-day billing year to account for occasional absences
	5 - 8 Beds	\$543.41				Day	\$544.96	
Home Support Per Diem (Section 20)	2 - 4 Beds		\$474.30			Day	\$535.39	Rates continue to be based on a 350-day billing year to account for occasional absences
	5 - 6 Beds		\$430.04			Day	\$490.07	

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**Comparison of Current and Final Recommended Rates**

Service	Current Rate				Unit	Final Rate	Notes	
	Sec. 18	Sec. 20	Sec. 21	Sec. 29				
Shared Living	Tier 1, 1 Member				Day	\$204.72		
	Tier 2, 1 Member		\$189.49	\$189.49	\$189.49	Day	\$223.12	Final rates are based on a 350-day billing year to account for occasional absences; current rates have been presented on a 350-day basis to allow for comparisons
	Tier 3, 1 Member				Day	\$241.53		
	Tier 4, 1 Member					Day	\$259.93	
	Tier 1, 2 Members					Day	\$191.31	
	Tier 2, 2 Members		\$142.12	\$142.12	\$142.12	Day	\$209.71	
	Tier 3, 2 Members					Day	\$228.11	Additional direct support staffing provided by the agency would be separately authorized and billed so current "Increased Level of Support" rates are not displayed
	Tier 4, 2 Members					Day	\$246.52	
	Tier 1, 3 Members					Day	\$186.84	
	Tier 2, 3 Members			\$113.69	\$113.69	Day	\$205.24	
	Tier 3, 3 Members					Day	\$223.64	
	Tier 4, 3 Members					Day	\$242.05	
Respite Services	Hourly				\$9.58	15 min.	\$11.58	Limited to 12 hours per day
	Daily				\$318.93	Day	\$585.76	
Community Membership-Group / Comm. Supp.-Community Based	Tier 1					15 min.	\$5.74	Billing will be based on setting of service (both Community-Based and Center-Based supports could be billed on the same day)
	Tier 2		\$6.84 /	\$6.84 /		15 min.	\$6.72	
	Tier 3		\$7.52	\$7.52		15 min.	\$8.68	
	Tier 4					15 min.	\$9.21	
Community Support - Center Based	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		\$6.84	\$6.84		15 min.	\$4.68	
	Tier 3					15 min.	\$5.25	
	Tier 4					15 min.	\$6.58	
Comm. Supp.-Community Based / Community Membership-Group		\$7.97				15 min.	\$8.68	
Community Support - Center Based		\$6.84				15 min.	\$6.23	
Community Membership - Individual	Community Based		\$12.54			15 min.	\$14.16	
	Tier 4			\$12.54	\$12.54	15 min.	\$15.16	
	2:1 Staffing					15 min.	\$25.48	
Work Ordered Day Club House (Adult Day Care)	\$120.85					Day	\$124.34	
Career Planning	\$64.01	\$64.01	\$64.01	\$64.01	Hour		\$68.21	
Employment Specialist Services	\$15.09	\$15.09	\$15.09	\$15.09	15 min.		\$16.35	
Work Support	Individual	\$13.19	\$13.19	\$13.19	\$13.19	15 min.	\$14.87	
	Individual, Remote					15 min.	\$12.80	
	Tier 4 - Individual			\$13.19	\$13.19	15 min.	\$16.01	
	Individual Intake					Member	\$237.92	
	2 Members			\$6.91	\$6.91	15 min.	\$8.43	
	3 Members			\$5.20	\$5.20	15 min.	\$6.27	
	4 Members			\$4.23	\$4.23	15 min.	\$5.14	
	5 Members			\$3.69	\$3.69	15 min.	\$4.50	
6 Members			\$3.31	\$3.31	15 min.	\$4.05		
Crisis Intervention Services			\$9.05			15 min.	\$14.83	

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**Care Coordination**

	Unit of Service	15 Minute	
Care Coordinator Wages and Benefits	- Care Coordinator Hourly Wage	\$36.98	
	- Benefit Rate (as a percent of wages)	25.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$46.48	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (between members)	4.40	
	- Recordkeeping	4.40	
	- Employer and One-on-One Supervision Time	0.88	
	- Training	0.96	
	- Paid Time Off	3.85	
	"Billable" Hours	25.51	
	Productivity Adjustment	1.57	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$72.97</b>	
Mileage	- Number of Miles Traveled per Week	175	
	- Amount per Mile	\$0.700	
	Weekly Mileage Cost	\$122.50	
	<b>Mileage Cost per Billable Hour</b>	<b>\$4.80</b>	
Office Space	- Square Feet of Office Space	100	
	- Annual Cost per Square Foot	\$16.00	
	Annual Cost of Office Space	\$1,600.00	
	<b>Office Space Cost per Billable Hour</b>	<b>\$1.21</b>	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$78.98	
	- Program Support Funding per Day	\$30.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$5.88</b>	
	- Administration Percent	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$14.98</b>	
	Total Cost per Billable Hour	\$99.84	
	<b>Rate per 15 Minutes</b>	<b>\$24.96</b>	

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**Supports Brokerage**

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

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**Home Support - Quarter-Hour**

		<b>Standard</b>	<b>Tier 4</b>	<b>2:1</b>	<b>Remote</b>	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits Primary Staff	- Direct Staff Hourly Wage	\$19.76	\$21.74	\$19.76	\$19.76	
	- Employee Benefit Rate (as % of wages)	38.3%	35.9%	38.3%	38.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.33	\$29.55	\$27.33	\$27.33	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (between members)	2.20	2.19	2.20	0.00	
	- Participating in Care Plan Meetings	0.44	0.44	0.44	0.44	
	- Recordkeeping	0.88	0.87	0.88	0.88	
	- Employer and One-on-One Supervision Time	0.88	0.87	0.88	0.88	
	- Missed Appointments	0.88	0.87	0.88	0.00	
	- Training	0.96	1.19	0.96	0.96	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	29.91	29.72	29.91	32.99	
	Productivity Adjustment	1.34	1.35	1.34	1.21	
	<b>Staff Cost After Productivity Adjustment</b>	<b>\$36.62</b>	<b>\$39.89</b>	<b>\$36.62</b>	<b>\$33.07</b>	
	Direct Support Staff Wages and Benefits Second Staff	- 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	
- Travel Time (between members)				2.20	0.00	
- Employer and One-on-One Supervision Time				0.88	0.88	
- Missed Appointments				0.88	0.00	
- Training				0.96	0.96	
- Paid Time Off				3.85	3.85	
"Billable" Hours				31.23	32.99	
Productivity Adjustment			1.28	1.21		
<b>Staff Cost After Productivity Adjustment</b>			<b>\$34.98</b>	<b>\$33.07</b>		
Mileage	- Number of Miles Traveled per Week	100	100	100	0	
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700	
	Weekly Mileage Cost	\$70.00	\$70.00	\$70.00	\$0.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.34</b>	<b>\$2.36</b>	<b>\$2.34</b>	<b>\$0.00</b>	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$38.96	\$42.25	\$73.94	\$33.07	
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$5.02</b>	<b>\$5.05</b>	<b>\$5.02</b>	<b>\$4.55</b>	
	- Administration Percent	15.0%	15.0%	15.0%	15.0%	
<b>Administrative Cost per Billable Hour</b>	<b>\$7.76</b>	<b>\$8.35</b>	<b>\$13.93</b>	<b>\$6.64</b>		
Total Cost per Billable Hour		\$51.74	\$55.65	\$92.89	\$44.26	
<b>Rate per 15 Minutes</b>		<b>\$12.94</b>	<b>\$13.91</b>	<b>\$23.22</b>	<b>\$11.07</b>	
Multiple Member Rates	<i>2 Members</i>					
	Rate Premium	10%				
	Total Hourly Rate	\$56.91				
	<b>Rate per Member per 15 Minutes</b>	<b>\$7.11</b>				
	<i>3 Members</i>					
	Rate Premium	20%				
Total Hourly Rate	\$62.09					
<b>Rate per Member per 15 Minutes</b>	<b>\$5.17</b>					

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**Home Support - Remote Monitoring**

Unit of Service		15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$19.76
	- Employee Benefit Rate (as % of wages)	38.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.33
	<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
	<b>Staff Cost After Productivity Adjustment</b>	<b>\$31.98</b>
	- Number of Members Monitored	4
<b>Staff Cost per Billable Hour</b>	<b>\$8.00</b>	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Support	\$8.00
	- Program Support Funding per Member per Day	\$30.00
	<b>Program Support Cost per Billable Hour (based on 12 hrs/day)</b>	<b>\$2.50</b>
	- Administration Percent	15.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$1.85</b>
Total Cost per Billable Hour	\$12.35	
<b>Rate per 15 Minutes per Member</b>	<b>\$3.09</b>	

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**Agency Home Support**

		<b>2 Residents</b>			
Tier Levels		<b>Tier 1</b>	<b>Tier 2</b>	<b>Tier 3</b>	<b>Tier 4</b>
Unit of Service		<b>1</b>	<b>2</b>	<b>3</b>	<b>4/M/B</b>
		Day	Day	Day	Day
<b>Direct Support Staff Wages and Benefits</b>	<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)	7.00%	7.00%	7.00%	7.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.72	\$27.72	\$27.72	\$30.02
	<i>Productivity Assumptions</i>				
	Total Hours	42.80	42.80	42.80	42.80
	- Participating in Care Plan Meetings	0.22	0.22	0.22	0.22
	- Employer and One-on-One Supervision Time	0.89	0.89	0.89	0.88
	- Training	0.96	0.96	0.96	1.19
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	36.88	36.88	36.88	36.66
	Productivity Adjustment	1.16	1.16	1.16	1.17
	Staff Cost per Billable Hour	\$32.16	\$32.16	\$32.16	\$35.12
	<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	
<b>Weekly Staff Cost per Member</b>	<b>\$2,785.86</b>	<b>\$3,300.42</b>	<b>\$3,557.70</b>	<b>\$4,166.11</b>	
<b>Mileage</b>	<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	
<b>Weekly Mileage Cost per Member</b>	<b>\$71.00</b>	<b>\$71.00</b>	<b>\$71.00</b>	<b>\$71.00</b>	
<b>Admin. and Program Support</b>	Weekly Cost per Member Before Admin. and Program Support	\$2,856.86	\$3,371.42	\$3,628.70	\$4,237.11
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00
	<b>Weekly Program Support Cost per Member</b>	<b>\$210.00</b>	<b>\$210.00</b>	<b>\$210.00</b>	<b>\$210.00</b>
	- Administration Percent (2-person fixed at 3-person amount)	-	-	-	-
<b>Weekly Administration Cost/ Member</b>	<b>\$415.17</b>	<b>\$490.84</b>	<b>\$589.21</b>	<b>\$721.52</b>	
<b>Prof. Supports</b>	- 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
	<b>Weekly Professional Supports Cost per Member</b>	<b>\$89.96</b>	<b>\$89.96</b>	<b>\$89.96</b>	<b>\$179.92</b>
Total Cost per Member per Week		\$3,571.99	\$4,162.22	\$4,517.87	\$5,348.55
<b>Rate per Day</b>		<b>\$510.28</b>	<b>\$594.60</b>	<b>\$645.41</b>	<b>\$764.08</b>
<b>Rate per Day at 350 Days per Year</b>		<b>\$532.15</b>	<b>\$620.08</b>	<b>\$673.07</b>	<b>\$796.83</b>

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**Agency Home Support**

		<b>3 Residents</b>			
Tier Levels		<b>Tier 1</b>	<b>Tier 2</b>	<b>Tier 3</b>	<b>Tier 4</b>
Unit of Service		<b>1</b>	<b>2</b>	<b>3</b>	<b>4/M/B</b>
		Day	Day	Day	Day
<b>Direct Support Staff Wages and Benefits</b>	<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)	7.00%	7.00%	7.00%	7.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.72	\$27.72	\$27.72	\$30.02
	<i>Productivity Assumptions</i>				
	Total Hours	42.80	42.80	42.80	42.80
	- Participating in Care Plan Meetings	0.22	0.22	0.22	0.22
	- Employer and One-on-One Supervision Time	0.89	0.89	0.89	0.88
	- Training	0.96	0.96	0.96	1.19
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	36.88	36.88	36.88	36.66
	Productivity Adjustment	1.16	1.16	1.16	1.17
	Staff Cost per Billable Hour	\$32.16	\$32.16	\$32.16	\$35.12
	<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	
<b>Weekly Staff Cost per Member</b>	<b>\$2,071.64</b>	<b>\$2,500.44</b>	<b>\$3,057.88</b>	<b>\$3,807.59</b>	
<b>Mileage</b>	<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	
<b>Weekly Mileage Cost per Member</b>	<b>\$71.00</b>	<b>\$71.00</b>	<b>\$71.00</b>	<b>\$71.00</b>	
<b>Admin. and Program Support</b>	Weekly Cost per Member Before Admin. and Program Support	\$2,142.64	\$2,571.44	\$3,128.88	\$3,878.59
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00
	<b>Weekly Program Support Cost per Member</b>	<b>\$210.00</b>	<b>\$210.00</b>	<b>\$210.00</b>	<b>\$210.00</b>
	- Administration Percent (2-person fixed at 3-person amount)	15.0%	15.0%	15.0%	15.0%
<b>Weekly Administration Cost/ Member</b>	<b>\$415.17</b>	<b>\$490.84</b>	<b>\$589.21</b>	<b>\$721.52</b>	
<b>Prof. Supports</b>	- 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
	<b>Weekly Professional Supports Cost per Member</b>	<b>\$89.96</b>	<b>\$89.96</b>	<b>\$89.96</b>	<b>\$179.92</b>
Total Cost per Member per Week		\$2,857.77	\$3,362.24	\$4,018.05	\$4,990.03
<b>Rate per Day</b>		<b>\$408.25</b>	<b>\$480.32</b>	<b>\$574.01</b>	<b>\$712.86</b>
<b>Rate per Day at 350 Days per Year</b>		<b>\$425.75</b>	<b>\$500.91</b>	<b>\$598.61</b>	<b>\$743.41</b>

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29**  
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**Agency Home Support**

		<b>4 or More Residents</b>			
Tier Levels		<b>Tier 1</b>	<b>Tier 2</b>	<b>Tier 3</b>	<b>Tier 4</b>
Unit of Service		<b>1</b>	<b>2</b>	<b>3</b>	<b>4/M/B</b>
		Day	Day	Day	Day
<b>Direct Support Staff Wages and Benefits</b>	<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)	7.00%	7.00%	7.00%	7.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.72	\$27.72	\$27.72	\$30.02
	<i>Productivity Assumptions</i>				
	Total Hours	42.80	42.80	42.80	42.80
	- Participating in Care Plan Meetings	0.22	0.22	0.22	0.22
	- Employer and One-on-One Supervision Time	0.89	0.89	0.89	0.88
	- Training	0.96	0.96	0.96	1.19
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	36.88	36.88	36.88	36.66
	Productivity Adjustment	1.16	1.16	1.16	1.17
	Staff Cost per Billable Hour	\$32.16	\$32.16	\$32.16	\$35.12
	<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	
<b>Weekly Staff Cost per Member</b>	<b>\$1,714.53</b>	<b>\$2,036.13</b>	<b>\$2,454.21</b>	<b>\$3,171.78</b>	
<b>Mileage</b>	<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	
<b>Weekly Mileage Cost per Member</b>	<b>\$53.25</b>	<b>\$53.25</b>	<b>\$53.25</b>	<b>\$53.25</b>	
<b>Admin. and Program Support</b>	Weekly Cost per Member Before Admin. and Program Support	\$1,767.78	\$2,089.38	\$2,507.46	\$3,225.03
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00
	<b>Weekly Program Support Cost per Member</b>	<b>\$210.00</b>	<b>\$210.00</b>	<b>\$210.00</b>	<b>\$210.00</b>
	- Administration Percent (2-person fixed at 3-person amount)	15.0%	15.0%	15.0%	15.0%
<b>Weekly Administration Cost/ Member</b>	<b>\$349.02</b>	<b>\$405.77</b>	<b>\$479.55</b>	<b>\$606.18</b>	
<b>Prof. Supports</b>	- 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
	<b>Weekly Professional Supports Cost per Member</b>	<b>\$89.96</b>	<b>\$89.96</b>	<b>\$89.96</b>	<b>\$179.92</b>
Total Cost per Member per Week		\$2,416.76	\$2,795.11	\$3,286.97	\$4,221.13
<b>Rate per Day</b>		<b>\$345.25</b>	<b>\$399.30</b>	<b>\$469.57</b>	<b>\$603.02</b>
<b>Rate per Day at 350 Days per Year</b>		<b>\$360.05</b>	<b>\$416.41</b>	<b>\$489.69</b>	<b>\$628.86</b>

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29**  
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**Agency Home Support - 1 Person**

		<b>Standard</b>	<b>Tier 4</b>	<b>2:1</b>		
Unit of Service		Hour	Hour	Hour		
<b>Direct Support Staff Wages and Benefits</b>	<b>Primary Staff</b>	- Direct Staff Hourly Wage	\$19.76	\$21.74	\$19.76	
		- Employee Benefit Rate (as % of wages)	38.3%	35.9%	38.3%	
		Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.33	\$29.55	\$27.33	
		<i>Productivity Assumptions</i>				
		Total Hours	40.00	40.00	40.00	
		- Participating in Care Plan Meetings	0.09	0.09	0.09	
		- Employer and One-on-One Supervision Time	0.88	0.87	0.88	
		- Training	0.96	1.19	0.96	
		- Paid Time Off	3.85	3.85	3.85	
		"Billable" Hours	34.22	34.00	34.22	
		Productivity Adjustment	1.17	1.18	1.17	
<b>Staff Cost After Productivity Adjustment</b>		<b>\$31.98</b>	<b>\$34.87</b>	<b>\$31.98</b>		
<b>Direct Support Staff Wages and Benefits - Second Staff</b>	<b>Benefits - Second Staff</b>	- Direct Staff Hourly Wage			\$19.76	
		- Employee Benefit Rate (as % of wages)			38.3%	
		Hourly Staff Cost Before Productivity Adj. (wages + benefits)			\$27.33	
		<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	
		<b>Staff Cost After Productivity Adjustment</b>				<b>\$31.98</b>
<b>Mileage</b>		- Number of Miles Traveled per Week	25	25	25	
		- Amount per Mile	\$0.700	\$0.700	\$0.700	
		Weekly Mileage Cost	\$17.50	\$17.50	\$17.50	
		<b>Mileage Cost per Billable Hour</b>	<b>\$0.51</b>	<b>\$0.51</b>	<b>\$0.51</b>	
<b>Administration and Program Support</b>	<b>Program Support</b>	Cost per Billable Hour Before Admin. and Program Support	\$32.49	\$35.38	\$64.47	
		- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	
		Weekly Program Support Cost per Member	\$210.00	\$210.00	\$210.00	
		<b>Program Support Cost per Billable Hour (based on 168 hrs.)</b>	<b>\$1.25</b>	<b>\$1.25</b>	<b>\$1.25</b>	
		- Administration Percent	-	-	-	
		<b>Administrative Cost per Billable Hour (based on 168 hrs. at the two-bed Tier 3 / Tier 4 administrative amounts)</b>	<b>\$3.51</b>	<b>\$4.29</b>	<b>\$3.51</b>	
<b>Rate per Hour</b>		<b>\$37.25</b>	<b>\$40.92</b>	<b>\$69.23</b>		

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29**  
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**Section 18 Residential Home Support**

		Level II		Level III	
Home Size (Number of Residents)		2 - 4	5 - 8	2 - 4	5 - 8
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	\$19.76
	- Employee Benefit Rate (as % of wages)	38.3%	38.3%	38.3%	38.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.33	\$27.33	\$27.33	\$27.33
	<i>Overtime</i>				
	- Direct Staff Hourly Overtime Wage (time-and-a-half)	\$29.65	\$29.65	\$29.65	\$29.65
	- 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	\$32.97
	- Overtime Rate (% of work hours paid at time-and-a-half)	7.00%	7.00%	7.00%	7.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.72	\$27.72	\$27.72	\$27.72
	<i>Productivity Assumptions</i>				
	Total Hours	42.80	42.80	42.80	42.80
	- 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	0.88
	- Training	1.19	1.19	1.19	1.19
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	36.66	36.66	36.66	36.66
	Productivity Adjustment	1.17	1.17	1.17	1.17
	Staff Cost per Billable Hour	\$32.43	\$32.43	\$32.43	\$32.43
	<i>Staffing</i>				
- Staff Hours per Residence per Week	233.25	361.25	325.25	493.25	
Allocated Staff Hours per Member per Week	77.75	60.21	108.42	82.21	
<b>Weekly Staff Cost per Member</b>	<b>\$2,521.43</b>	<b>\$1,952.61</b>	<b>\$3,516.06</b>	<b>\$2,666.07</b>	
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	225	450	225	450	
Allocated Miles per Member per Week	75.0	113.0	75.0	113.0	
<b>Weekly Mileage Cost per Member</b>	<b>\$53.25</b>	<b>\$80.23</b>	<b>\$53.25</b>	<b>\$80.23</b>	
Admin. and Program Support	Weekly Cost per Member Before Admin. and Program Support	\$2,574.68	\$2,032.84	\$3,569.31	\$2,746.30
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00	\$30.00
	<b>Weekly Program Support Cost per Member</b>	<b>\$210.00</b>	<b>\$210.00</b>	<b>\$210.00</b>	<b>\$210.00</b>
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
<b>Weekly Administration Cost/ Member</b>	<b>\$491.41</b>	<b>\$395.80</b>	<b>\$666.94</b>	<b>\$521.70</b>	
Prof. Supports	- Hours of Support per Week per Member	1.00	1.00	2.00	2.00
	- Cost per Hour (Sec. 20 Consultative-Psychologist rate)	\$89.96	\$89.96	\$89.96	\$89.96
	<b>Weekly Professional Supports Cost per Member</b>	<b>\$89.96</b>	<b>\$89.96</b>	<b>\$179.92</b>	<b>\$179.92</b>
Total Cost per Member per Week Before Professional Support	\$3,366.05	\$2,728.60	\$4,626.17	\$3,657.92	
<b>Rate per Day</b>	<b>\$480.86</b>	<b>\$389.80</b>	<b>\$660.88</b>	<b>\$522.56</b>	
<b>Rate per Day at 350 Days per Year</b>	<b>\$501.47</b>	<b>\$406.51</b>	<b>\$689.20</b>	<b>\$544.96</b>	

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29  
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**Section 20 Residential Home Support**

Home Size (Number of Residents)		2 - 4	5 - 6
Unit of Service		Day	Day
Direct Support Staff Wages and Benefits	<i>Regular Time</i>		
	- 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>Overtime</i>		
	- Direct Staff Hourly Overtime Wage (time-and-a-half)	\$29.65	\$29.65
	- Employee Benefit Rate (payroll taxes only)	11.2%	11.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.97	\$32.97
	- Overtime Rate (% of work hours paid at time-and-a-half)	7.00%	7.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.72	\$27.72
	<i>Productivity Assumptions</i>		
	Total Hours	42.80	42.80
	- Participating in Care Plan Meetings	0.22	0.22
	- Employer and One-on-One Supervision Time	0.89	0.89
	- Training	0.96	0.96
	- Paid Time Off	3.85	3.85
	"Billable" Hours	36.88	36.88
	Productivity Adjustment	1.16	1.16
	Staff Cost per Billable Hour	\$32.16	\$32.16
	<i>Staffing</i>		
- Staff Hours per Residence per Week	253.25	453.25	
Allocated Staff Hours per Member per Week	84.42	75.54	
<b>Weekly Staff Cost per Member</b>	<b>\$2,714.95</b>	<b>\$2,429.37</b>	
Mileage	<i>Capital Costs</i>		
	- Purchase Price	\$42,000	\$42,000
	- Salvage Value	20%	20%
	- Useful Life (Miles)	100,000	100,000
	Capital Cost per Mile	\$0.34	\$0.34
	<i>Operating Costs</i>		
	Amount per Mile (without capital)	\$0.370	\$0.370
- Number of Miles per Week per Residence	225	450	
Allocated Miles per Member per Week	75.0	113.0	
<b>Weekly Mileage Cost per Member</b>	<b>\$53.25</b>	<b>\$80.23</b>	
Admin. and Program Support	Weekly Cost per Member Before Admin. and Program Support	\$2,768.20	\$2,509.60
	- Program Support Funding per Day	\$30.00	\$30.00
	<b>Weekly Program Support Cost per Member</b>	<b>\$210.00</b>	<b>\$210.00</b>
	- Administration Percent	15.0%	15.0%
<b>Weekly Administration Cost/ Member</b>	<b>\$525.56</b>	<b>\$479.93</b>	
Prof. Supports	- Hours of Support per Week per Member	1.00	1.00
	- Cost per Hour (Sec. 20 Consultative-Psychologist rate)	\$89.96	\$89.96
	<b>Weekly Professional Supports Cost per Member</b>	<b>\$89.96</b>	<b>\$89.96</b>
Total Cost per Member per Week Before Professional Support		\$3,593.72	\$3,289.49
<b>Rate per Day</b>		<b>\$513.39</b>	<b>\$469.93</b>
<b>Rate per Day at 350 Days per Year</b>		<b>\$535.39</b>	<b>\$490.07</b>

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**Shared Living**

		1 Resident			
Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
Unit of Service		1	2	3	4/M/B
		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
	<b>Recruiter Cost per Home Recruitment</b>	<b>\$5,669.14</b>	<b>\$5,669.14</b>	<b>\$5,669.14</b>	<b>\$5,669.14</b>
	- 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
	<b>Annual Recruiter Mileage Cost per Home Recruitment</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>
	- Average Number of Years that a Home Provides Care	5.00	5.00	5.00	5.00
	<b>Amortized Annual Recruitment Cost per Home</b>	<b>\$1,161.83</b>	<b>\$1,161.83</b>	<b>\$1,161.83</b>	<b>\$1,161.83</b>
	Home Coordinator	- Home Coordinator Hourly Wage	\$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
<b>Annual Home Coordinator Cost per Home</b>		<b>\$4,724.28</b>	<b>\$4,724.28</b>	<b>\$4,724.28</b>	<b>\$4,724.28</b>
- 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
<b>Annual Recruiter Mileage Cost per Home Recruitment</b>		<b>\$350.00</b>	<b>\$350.00</b>	<b>\$350.00</b>	<b>\$350.00</b>
<b>Annual Home Coordination Cost per Home</b>		<b>\$5,074.28</b>	<b>\$5,074.28</b>	<b>\$5,074.28</b>	<b>\$5,074.28</b>
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
	<b>Annual Trainer Cost per Home</b>	<b>\$1,700.74</b>	<b>\$1,700.74</b>	<b>\$1,700.74</b>	<b>\$1,700.74</b>
	- 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
	<b>Annual Trainer Mileage Cost per Home Recruitment</b>	<b>\$42.00</b>	<b>\$42.00</b>	<b>\$42.00</b>	<b>\$42.00</b>
	<b>Annual Trainer Cost per Home</b>	<b>\$1,742.74</b>	<b>\$1,742.74</b>	<b>\$1,742.74</b>	<b>\$1,742.74</b>
Home Payment	- Daily Payment to Home per <i>Member</i>	\$115.00	\$130.00	\$145.00	\$160.00
	<b>Annual Payment per Home</b>	<b>\$41,975.00</b>	<b>\$47,450.00</b>	<b>\$52,925.00</b>	<b>\$58,400.00</b>
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
	<b>Annual Program Support Cost per Home</b>	<b>\$10,950.00</b>	<b>\$10,950.00</b>	<b>\$10,950.00</b>	<b>\$10,950.00</b>
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
<b>Annual Administration Cost per Home</b>	<b>\$10,747.74</b>	<b>\$11,713.91</b>	<b>\$12,680.09</b>	<b>\$13,646.27</b>	
Total Annual Cost per Home		\$71,651.59	\$78,092.76	\$84,533.94	\$90,975.12
<b>Rate per Day Per Member</b>		<b>\$196.31</b>	<b>\$213.95</b>	<b>\$231.60</b>	<b>\$249.25</b>
<b>Rate per Day at 350 Days per Year</b>		<b>\$204.72</b>	<b>\$223.12</b>	<b>\$241.53</b>	<b>\$259.93</b>

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**Shared Living**

		2 Residents			
Tier Levels		Tier 1	Tier 2	Tier 3	Tier 4
Unit of Service		1	2	3	4/M/B
		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
	<b>Recruiter Cost per Home Recruitment</b>	<b>\$5,669.14</b>	<b>\$5,669.14</b>	<b>\$5,669.14</b>	<b>\$5,669.14</b>
	- 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
	<b>Annual Recruiter Mileage Cost per Home Recruitment</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>
	- Average Number of Years that a Home Provides Care	5.00	5.00	5.00	5.00
	<b>Amortized Annual Recruitment Cost per Home</b>	<b>\$1,161.83</b>	<b>\$1,161.83</b>	<b>\$1,161.83</b>	<b>\$1,161.83</b>
	Home Coordinator	- Home Coordinator Hourly Wage	\$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
<b>Annual Home Coordinator Cost per Home</b>		<b>\$4,724.28</b>	<b>\$4,724.28</b>	<b>\$4,724.28</b>	<b>\$4,724.28</b>
- 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
<b>Annual Recruiter Mileage Cost per Home Recruitment</b>		<b>\$350.00</b>	<b>\$350.00</b>	<b>\$350.00</b>	<b>\$350.00</b>
<b>Annual Home Coordination Cost per Home</b>		<b>\$5,074.28</b>	<b>\$5,074.28</b>	<b>\$5,074.28</b>	<b>\$5,074.28</b>
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
	<b>Annual Trainer Cost per Home</b>	<b>\$1,700.74</b>	<b>\$1,700.74</b>	<b>\$1,700.74</b>	<b>\$1,700.74</b>
	- 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
	<b>Annual Trainer Mileage Cost per Home Recruitment</b>	<b>\$42.00</b>	<b>\$42.00</b>	<b>\$42.00</b>	<b>\$42.00</b>
	<b>Annual Trainer Cost per Home</b>	<b>\$1,742.74</b>	<b>\$1,742.74</b>	<b>\$1,742.74</b>	<b>\$1,742.74</b>
Home Payment	- Daily Payment to Home per <i>Member</i>	\$115.00	\$130.00	\$145.00	\$160.00
	<b>Annual Payment per Home</b>	<b>\$83,950.00</b>	<b>\$94,900.00</b>	<b>\$105,850.00</b>	<b>\$116,800.00</b>
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
	<b>Annual Program Support Cost per Home</b>	<b>\$21,900.00</b>	<b>\$21,900.00</b>	<b>\$21,900.00</b>	<b>\$21,900.00</b>
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	<b>Annual Administration Cost per Home</b>	<b>\$20,087.44</b>	<b>\$22,019.80</b>	<b>\$23,952.15</b>	<b>\$25,884.50</b>
Total Annual Cost per Home		\$133,916.29	\$146,798.65	\$159,681.00	\$172,563.35
<b>Rate per Day Per Member</b>		<b>\$183.45</b>	<b>\$201.09</b>	<b>\$218.74</b>	<b>\$236.39</b>
<b>Rate per Day at 350 Days per Year</b>		<b>\$191.31</b>	<b>\$209.71</b>	<b>\$228.11</b>	<b>\$246.52</b>

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29**  
**Final Recommended 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
Unit of Service		1	2	3	4/M/B
		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
	<b>Recruiter Cost per Home Recruitment</b>	<b>\$5,669.14</b>	<b>\$5,669.14</b>	<b>\$5,669.14</b>	<b>\$5,669.14</b>
	- 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
	<b>Annual Recruiter Mileage Cost per Home Recruitment</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>
	- Average Number of Years that a Home Provides Care	5.00	5.00	5.00	5.00
	<b>Amortized Annual Recruitment Cost per Home</b>	<b>\$1,161.83</b>	<b>\$1,161.83</b>	<b>\$1,161.83</b>	<b>\$1,161.83</b>
	Home Coordinator	- Home Coordinator Hourly Wage	\$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
<b>Annual Home Coordinator Cost per Home</b>		<b>\$4,724.28</b>	<b>\$4,724.28</b>	<b>\$4,724.28</b>	<b>\$4,724.28</b>
- 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
<b>Annual Recruiter Mileage Cost per Home Recruitment</b>		<b>\$350.00</b>	<b>\$350.00</b>	<b>\$350.00</b>	<b>\$350.00</b>
<b>Annual Home Coordination Cost per Home</b>		<b>\$5,074.28</b>	<b>\$5,074.28</b>	<b>\$5,074.28</b>	<b>\$5,074.28</b>
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
	<b>Annual Trainer Cost per Home</b>	<b>\$1,700.74</b>	<b>\$1,700.74</b>	<b>\$1,700.74</b>	<b>\$1,700.74</b>
	- 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
	<b>Annual Trainer Mileage Cost per Home Recruitment</b>	<b>\$42.00</b>	<b>\$42.00</b>	<b>\$42.00</b>	<b>\$42.00</b>
	<b>Annual Trainer Cost per Home</b>	<b>\$1,742.74</b>	<b>\$1,742.74</b>	<b>\$1,742.74</b>	<b>\$1,742.74</b>
Home Payment	- Daily Payment to Home per <i>Member</i>	\$115.00	\$130.00	\$145.00	\$160.00
	<b>Annual Payment per Home</b>	<b>\$125,925.00</b>	<b>\$142,350.00</b>	<b>\$158,775.00</b>	<b>\$175,200.00</b>
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
	<b>Annual Program Support Cost per Home</b>	<b>\$32,850.00</b>	<b>\$32,850.00</b>	<b>\$32,850.00</b>	<b>\$32,850.00</b>
	- Administration Percent	15.0%	15.0%	15.0%	15.0%
	<b>Annual Administration Cost per Home</b>	<b>\$29,427.15</b>	<b>\$32,325.68</b>	<b>\$35,224.21</b>	<b>\$38,122.74</b>
Total Annual Cost per Home		\$196,181.00	\$215,504.53	\$234,828.06	\$254,151.59
<b>Rate per Day Per Member</b>		<b>\$179.16</b>	<b>\$196.81</b>	<b>\$214.45</b>	<b>\$232.10</b>
<b>Rate per Day at 350 Days per Year</b>		<b>\$186.84</b>	<b>\$205.24</b>	<b>\$223.64</b>	<b>\$242.05</b>

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29  
Final Recommended Rate Models  
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**Respite, Hourly**

	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	
	<b>Staff Cost After Productivity Adjustment</b>	<b>\$33.40</b>
Mileage	- Number of Miles Traveled per Week	60
	- Amount per Mile	\$0.700
	Weekly Mileage Cost	\$42.00
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.31</b>
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$34.71
	- Program Support Funding per Day	\$30.00
	<b>Program Support Cost per Billable Hour</b>	<b>\$4.67</b>
	- Administration Percent	15.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$6.95</b>
	Total Cost per Billable Hour	\$46.33
	<b>Rate per 15 Minutes</b>	<b>\$11.58</b>

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29  
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**Respite, Daily**

	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	
	<b>Staff Cost After Productivity Adjustment</b>	<b>\$31.26</b>	
	Number of Service Hours per Day	16.00	
	<b>Staff Cost After Productivity Adjustment</b>	<b>\$500.16</b>	
Admin. and Program Supp.	Cost per Billable Hour Before Admin. and Support	\$500.16	
	- <b>Program Support Funding per Day</b>	<b>\$30.00</b>	
	- Administration Percent	-	
	<b>Admin. Cost per Billable Hr. (based on 8 hrs at hourly rate)</b>	<b>\$55.60</b>	
	<b>Rate per Day</b>	<b>\$585.76</b>	

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29**  
**Final Recommended Rate Models**  
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**Community Membership-Group / Community Support-Community-Based (Sec. 21 / 29)**

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	0.66	0.66	0.44	0.44	
	- Program Preparation/ Set-Up/ Clean-Up	1.10	1.10	1.10	1.09	
	- Recordkeeping	1.10	0.88	0.88	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	31.45	31.67	31.89	31.69	
	Productivity Adjustment	1.27	1.26	1.25	1.26	
	Hourly Staff Cost per Billable Hour	\$35.10	\$34.83	\$34.55	\$37.61	
	<i>Staffing Ratio</i>					
	- Group Size (Members per Staff)	4.0	3.0	2.0	2.0	
	- Member Attendance Rate	85%	85%	85%	85%	
Adjusted Weighted Average of Number of Members per Staff	3.40	2.55	1.70	1.70		
<b>Staff Cost per Member per Billable Hour</b>	<b>\$10.32</b>	<b>\$13.66</b>	<b>\$20.32</b>	<b>\$22.12</b>		
Attendance	- Days per Year of Program Operations	250	250	250	250	
	- Days per Year of Member 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	<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	\$0.340	\$0.340	\$0.340	\$0.340	
	<i>Operating Costs</i>					
	- Amount per Mile	\$0.370	\$0.370	\$0.370	\$0.370	
	- Number of Miles Traveled per Vehicle per Week	200	200	200	200	
	- Number of Members per Vehicle	4.0	4.0	4.0	4.0	
Allocated Miles per Member per Week	50.0	50.0	50.0	50.0		
Annual Mileage Cost per Member (at 250 days of operation)	\$1,775.00	\$1,775.00	\$1,775.00	\$1,775.00		
<b>Mileage Cost per Member per Billable Hour</b>	<b>\$1.67</b>	<b>\$1.67</b>	<b>\$1.67</b>	<b>\$1.67</b>		
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	
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$1.51</b>	<b>\$1.51</b>	<b>\$1.51</b>	<b>\$1.51</b>	
Admin. and Program Support	Cost per Member per Billable Hour Before Admin. and Prog. Support	\$13.50	\$16.84	\$23.50	\$25.30	
	- Program Support Funding per Member Day	\$30.00	\$30.00	\$30.00	\$30.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$6.00</b>	<b>\$6.00</b>	<b>\$6.00</b>	<b>\$6.00</b>	
	- Administration Percent	15.0%	15.0%	15.0%	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$3.44</b>	<b>\$4.03</b>	<b>\$5.21</b>	<b>\$5.52</b>	
Total Cost per Member per Billable Hour		\$22.94	\$26.87	\$34.71	\$36.82	
<b>Rate per 15 Minutes</b>		<b>\$5.74</b>	<b>\$6.72</b>	<b>\$8.68</b>	<b>\$9.21</b>	

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29**  
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**Community Supports-Center-Based (Sec. 21 / 29)**

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		
<b>Staff Cost per Member per Billable Hour</b>	<b>\$6.99</b>	<b>\$8.39</b>	<b>\$10.32</b>	<b>\$14.87</b>		
Attendance	- Days per Year of Program Operations	250	250	250	250	
	- Days per Year of Member 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	
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$1.51</b>	<b>\$1.51</b>	<b>\$1.51</b>	<b>\$1.51</b>	
Admin. and Program Support	Cost per Member per Billable Hour Before Admin. and Prog. Support	\$8.50	\$9.90	\$11.83	\$16.38	
	- Program Support Funding per Member Day	\$30.00	\$30.00	\$30.00	\$30.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$6.00</b>	<b>\$6.00</b>	<b>\$6.00</b>	<b>\$6.00</b>	
	- Administration Percent	15.0%	15.0%	15.0%	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$2.56</b>	<b>\$2.81</b>	<b>\$3.15</b>	<b>\$3.95</b>	
Total Cost per Member per Billable Hour		\$17.06	\$18.71	\$20.98	\$26.33	
<b>Rate per 15 Minutes</b>		<b>\$4.27</b>	<b>\$4.68</b>	<b>\$5.25</b>	<b>\$6.58</b>	

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29  
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**Community Membership-Group / Community Support-Comm.-Based (Sec. 20)**

	Unit of Service	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$20.03	
	- Employee Benefit Rate (as % of wages)	38.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.64	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Participating in Care Plan Meetings	0.44	
	- Program Preparation/ Set-Up/ Clean-Up	1.10	
	- Recordkeeping	0.88	
	- Employer and One-on-One Supervision Time	0.88	
	- Training	0.96	
	- Paid Time Off	3.85	
	"Billable" Hours	31.89	
	Productivity Adjustment	1.25	
	Hourly Staff Cost per Billable Hour	\$34.55	
	<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		
<b>Staff Cost per Member per Billable Hour</b>		<b>\$20.32</b>	
Attendance	- Days per Year of Program Operations	250	
	- Days per Year of Member Attendance (Based on Attendance Rate)	212.5	
	- Hours per Day of Member Attendance	5.00	
	Hours per Year of Member Attendance	1,062.5	
Mileage	<i>Capital Costs</i>		
	- Purchase Price	\$42,000	
	- Salvage Value	20%	
	- Useful Life (Miles)	100,000	
	Capital Cost per Mile	\$0.340	
	<i>Operating Costs</i>		
	- Amount per Mile	\$0.370	
	- Number of Miles Traveled per Vehicle per Week	200	
	- Number of Members per Vehicle	4.0	
	Allocated Miles per Member per Week	50.0	
Annual Mileage Cost per Member (at 250 days of operation)	\$1,775.00		
<b>Mileage Cost per Member per Billable Hour</b>		<b>\$1.67</b>	
Facility	- Square Feet of Service Space per Member	100	
	- Annual Cost per Square Foot	\$16.00	
	Annual Facility Cost per Member	\$1,600.00	
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$1.51</b>	
Admin. and Program Support	Cost per Member per Billable Hour Before Admin. and Prog. Support	\$23.50	
	- Program Support Funding per Member Day	\$30.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$6.00</b>	
	- Administration Percent	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$5.21</b>	
Total Cost per Member per Billable Hour		\$34.71	
<b>Rate per 15 Minutes</b>		<b>\$8.68</b>	

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

**Community Supports-Center-Based (Sec. 20)**

	Unit of Service	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$20.03
	- Employee Benefit Rate (as % of wages)	38.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.64
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Participating in Care Plan Meetings	0.66
	- Program Preparation/ Set-Up/ Clean-Up	1.10
	- Recordkeeping	0.88
	- Employer and One-on-One Supervision Time	0.88
	- Training	0.96
	- Paid Time Off	3.85
	"Billable" Hours	31.67
	Productivity Adjustment	1.26
	Hourly Staff Cost per Billable Hour	\$34.83
	Staffing Ratio	- Group Size (Members per Staff)
- Member Attendance Rate		85%
Adjusted Weighted Average of Number of Members per Staff		2.55
<b>Staff Cost per Member per Billable Hour</b>		<b>\$13.66</b>
Attendance	- Days per Year of Program Operations	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	212.5
	- Hours per Day of Member Attendance	5.00
	Hours per Year of Member Attendance	1,062.5
Facility	- Square Feet of Service Space per Member	100
	- Annual Cost per Square Foot	\$16.00
	Annual Facility Cost per Member	\$1,600.00
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$1.51</b>
Admin. and Program Support	Cost per Member per Billable Hour Before Admin. and Prog. Support	\$15.17
	- Program Support Funding per Member Day	\$30.00
	<b>Program Support Cost per Billable Hour</b>	<b>\$6.00</b>
	- Administration Percent	15.0%
<b>Administrative Cost per Billable Hour</b>		<b>\$3.74</b>
Total Cost per Member per Billable Hour		\$24.91
<b>Rate per 15 Minutes</b>		<b>\$6.23</b>

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29**  
**Final Recommended Rate Models**  
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**Community Membership-Individual**

		<b>Standard</b>	<b>Tier 4</b>	<b>2:1</b>	
Unit of Service		15 Minute	15 Minute	15 Minute	
<b>Direct Support Staff Wages and Benefits - Primary Staff</b>	- Direct Staff Hourly Wage	\$20.03	\$22.03	\$20.03	
	- Employee Benefit Rate (as % of wages)	38.0%	35.5%	38.0%	
	<b>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</b>	\$27.64	\$29.85	\$27.64	
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time (between members)	2.42	2.40	2.42	
	- Participating in Care Plan Meetings	0.44	0.44	0.44	
	- Program Preparation/ Set-Up/ Clean-Up	0.66	0.66	0.66	
	- Recordkeeping	0.88	0.87	0.88	
	- Employer and One-on-One Supervision Time	0.88	0.87	0.88	
	- Missed Appointments	0.88	0.87	0.88	
	- Training	0.96	1.19	0.96	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	29.03	28.85	29.03	
	Productivity Adjustment	1.38	1.39	1.38	
	<b>Staff Cost After Productivity Adjustment</b>		<b>\$38.14</b>	<b>\$41.49</b>	<b>\$38.14</b>
<b>Direct Support Staff Wages and Benefits - Second Staff</b>	- Direct Staff Hourly Wage			\$22.03	
	- Employee Benefit Rate (as % of wages)			35.5%	
	<b>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</b>			\$29.85	
	<i>Productivity Assumptions</i>				
	Total Hours			40.00	
	- Travel Time (between members)			2.42	
	- Employer and One-on-One Supervision Time			0.88	
	- Missed Appointments			0.88	
	- Training			0.96	
	- Paid Time Off			3.85	
"Billable" Hours			31.01		
Productivity Adjustment			1.29		
<b>Staff Cost After Productivity Adjustment</b>				<b>\$38.51</b>	
<b>Mileage</b>	- Number of Miles Traveled per Week	200	200	200	
	- Amount per Mile	\$0.700	\$0.700	\$0.700	
	<b>Weekly Mileage Cost</b>	\$140.00	\$140.00	\$140.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$4.82</b>	<b>\$4.85</b>	<b>\$4.82</b>	
<b>Admin. and Program Support</b>	Cost per Billable Hour Before Admin. and Program Support	\$42.96	\$46.34	\$81.47	
	- Program Support Funding per Member Day	\$30.00	\$30.00	\$30.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$5.17</b>	<b>\$5.20</b>	<b>\$5.17</b>	
	- Administration Percent	15.0%	15.0%	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$8.49</b>	<b>\$9.10</b>	<b>\$15.29</b>	
Total Cost per Member per Billable Hour		\$56.62	\$60.64	\$101.93	
<b>Rate per 15 Minutes</b>		<b>\$14.16</b>	<b>\$15.16</b>	<b>\$25.48</b>	

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29  
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**Work Ordered Clubhouse**

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$29.01	
	- Employee Benefit Rate (as % of wages)	25.7%	
	Annual Staff Cost (wages + benefits)	\$75,835.31	
	- Number of Work Days (260 days less PTO)	235	
	Staff Cost per Work Day	\$322.70	
	Staff Cost per Week	\$1,613.50	
	<i>Staffing Ratio</i>		
	- Number of Enrolled Members per Staff	10.0	
	- Scheduled Days per Week per Member	3.0	
	- Member Attendance Rate	85%	
	Number of Member Days per Week per Staff	25.50	
		<b>Staff Cost per Member per Day</b>	<b>\$63.27</b>
Attendance	- Scheduled Days per Year per Member (3 days / week)	156.0	
	Days per Year of Member Attendance (based on attendance rate)	132.6	
Mileage	<i>Capital Costs</i>		
	- Purchase Price	\$42,000	
	- Salvage Value	20%	
	- Useful Life (Miles)	100,000	
	Capital Cost per Mile	\$0.340	
	<i>Operating Costs</i>		
	- Amount per Mile	\$0.370	
	- Number of Miles Traveled per Vehicle per Day	45	
- Number of Members per Vehicle	5.0		
Allocated Miles per Member per Day	9.0		
	<b>Mileage Cost per Member per Day</b>	<b>\$6.39</b>	
Facility	- Square Feet of Service Space per Member	50	
	- Annual Cost per Square Foot	\$16.00	
	Annual Facility Cost per Member	\$800.00	
	<b>Facility Cost per Member per Day</b>	<b>\$6.03</b>	
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Prog. Support	\$75.69	
	- <b>Program Support Funding per Member Day</b>	<b>\$30.00</b>	
	- Administration Percent	15.0%	
	<b>Administrative Cost per Billable Day</b>	<b>\$18.65</b>	
	<b>Rate per Day</b>	<b>\$124.34</b>	

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29  
Final Recommended 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
	<b>Staff Cost per Billable Hour</b>	<b>\$49.78</b>
Mileage	- Number of Miles Traveled per Week	100
	- Amount per Mile	\$0.700
	Weekly Mileage Cost	\$70.00
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.61</b>
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$52.39
	- Program Support Funding per Day	\$30.00
	<b>Program Support Cost per Billable Hour</b>	<b>\$5.59</b>
	- Administration Percent	15.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$10.23</b>
	<b>Rate per Hour</b>	<b>\$68.21</b>

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

**Employment Specialist Services**

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

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29**  
**Final Recommended Rate Models**  
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**Work Support**

		<b>Standard</b>	<b>Remote</b>	<b>Tier 4</b>
Unit of Service		15 Minute	15 Minute	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.13	\$23.13	\$25.44
	- Employee Benefit Rate (as % of wages)	34.4%	34.4%	32.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.08	\$31.08	\$33.66
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time (between members)	2.42	0.00	2.40
	- Participating in Care Plan Meetings	0.44	0.44	0.44
	- Recordkeeping	0.88	0.88	0.87
	- Employer and One-on-One Supervision Time	0.88	0.88	0.87
	- Missed Appointments	0.88	0.88	0.87
	- Training	0.96	0.96	1.19
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	29.69	32.11	29.51
	Productivity Adjustment	1.35	1.25	1.36
<b>Staff Cost per Billable Hour</b>		<b>\$41.96</b>	<b>\$38.85</b>	<b>\$45.78</b>
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
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.54</b>	<b>\$0.00</b>	<b>\$3.56</b>
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$45.50	\$38.85	\$49.34
	- Program Support Funding per Day	\$30.00	\$30.00	\$30.00
	<b>Program Support Cost per Billable Hour</b>	<b>\$5.05</b>	<b>\$4.67</b>	<b>\$5.08</b>
	- Administration Percent	15.0%	15.0%	15.0%
<b>Administrative Cost per Billable Hour</b>		<b>\$8.92</b>	<b>\$7.68</b>	<b>\$9.60</b>
Total Cost per Billable Hour		\$59.47	\$51.20	\$64.02
<b>Rate per 15 Minutes</b>		<b>\$14.87</b>	<b>\$12.80</b>	<b>\$16.01</b>
Individual Intake	<i>Work Support - Intake Payment</i>			
	Total Hours in Rate	4.0		
	<b>Rate per Member</b>	<b>\$237.92</b>		

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29**  
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**Work Support - Group**

Group Size (Members per Staff)		2	3	4	5	6	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.13	\$23.13	\$23.13	\$23.13	\$23.13	
	- Employee Benefit Rate (as % of wages)	34.4%	34.4%	34.4%	34.4%	34.4%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.08	\$31.08	\$31.08	\$31.08	\$31.08	
	<i>Productivity Assumptions</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	
	- Participating in Care Plan Meetings	0.44	0.66	0.66	0.88	0.88	
	- Recordkeeping	1.76	1.98	1.98	2.20	2.20	
	- Employer and One-on-One Supervision Time	0.88	0.88	0.88	0.88	0.88	
	- Training	0.96	0.96	0.96	0.96	0.96	
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	
	"Billable" Hours	32.11	31.67	31.67	31.23	31.23	
	Productivity Adjustment	1.25	1.26	1.26	1.28	1.28	
	Staff Cost per Billable Hour	\$38.72	\$39.25	\$39.25	\$39.81	\$39.81	
	<b>Staff Cost per Member per Billable Hour</b>	<b>\$19.36</b>	<b>\$13.08</b>	<b>\$9.81</b>	<b>\$7.96</b>	<b>\$6.64</b>	
Attendance	- Days per Year of Program Operations	250	250	250	250	250	
	- Days per Year of Member Attendance	213	213	213	213	213	
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00	5.00	
	Hours per Year of Member Attendance	1,063	1,063	1,063	1,063	1,063	
Staff Travel/ In-Program Transportation	<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		\$0.340	\$0.340	\$0.340	\$0.340	
	<i>Operating Costs</i>						
	Amount per Mile	\$0.700	\$0.370	\$0.370	\$0.370	\$0.370	
	- Number of Miles Traveled per Vehicle per Week	200	200	200	200	200	
Allocated Miles per Member per Week	100.0	66.7	50.0	40.0	33.3		
Annual Mileage Cost per Member (at 250 days of operation)	\$3,500.00	\$2,366.67	\$1,775.00	\$1,420.00	\$1,183.33		
<b>Mileage Cost per Member per Billable Hour</b>	<b>\$3.29</b>	<b>\$2.23</b>	<b>\$1.67</b>	<b>\$1.34</b>	<b>\$1.11</b>		
Admin. and Program Support	Cost per Member per Billable Hour Before Admin. and Support	\$22.65	\$15.31	\$11.48	\$9.30	\$7.75	
	- Program Support Funding per Member Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$6.00</b>	<b>\$6.00</b>	<b>\$6.00</b>	<b>\$6.00</b>	<b>\$6.00</b>	
	- Administration Percent	15.0%	15.0%	15.0%	15.0%	15.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$5.06</b>	<b>\$3.76</b>	<b>\$3.08</b>	<b>\$2.70</b>	<b>\$2.43</b>	
Total Cost per Billable Hour	\$33.71	\$25.07	\$20.56	\$18.00	\$16.18		
<b>Rate per 15 Minutes</b>	<b>\$8.43</b>	<b>\$6.27</b>	<b>\$5.14</b>	<b>\$4.50</b>	<b>\$4.05</b>		

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**Crisis Intervention Services**

	Unit of Service	15 Minute
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$21.70
	- Employee Benefit Rate (as % of wages)	35.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.49
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time (between members)	4.38
	- Recordkeeping	0.88
	- Employer and One-on-One Supervision Time	0.88
	- Training	1.15
	- Paid Time Off	3.85
	"Billable" Hours	28.86
Productivity Adjustment	1.39	
	<b>Staff Cost After Productivity Adjustment</b>	<b>\$40.99</b>
Mileage	- Number of Miles Traveled per Week	175
	- Amount per Mile	\$0.700
	Weekly Mileage Cost	\$122.50
	<b>Mileage Cost per Billable Hour</b>	<b>\$4.24</b>
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$45.23
	- Program Support Funding per Day	\$30.00
	<b>Program Support Cost per Billable Hour</b>	<b>\$5.20</b>
	- Administration Percent	15.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$8.90</b>
	Total Cost per Billable Hour	\$59.33
	<b>Rate per 15 Minutes</b>	<b>\$14.83</b>

# Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29

## Appendices for Final Recommended 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/](http://www.healthmanagement.com/about/burns-associates/)

September 11, 2025

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29  
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**Appendix A: Wage Assumptions  
Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements**

BLS Code and Title	Typical Education Requirement	Typical Work Experience	Typical On-The-Job Training To Attain Competency	Bureau of Labor Statistics Wages				
				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 Select Services Covered Through Sections 18, 20, 21, and 29**  
**Final Recommended Rate Models**  
prepared for Maine Department of Health and Human Services

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

*Adjustment for Wage Inflation*<sup>1</sup>

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%
<b>Total Inflation Factor</b>	<b>6.09%</b>

<sup>1</sup>Inflation 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 Select Services Covered Through Sections 18, 20, 21, and 29**  
**Final Recommended 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 Select Services Covered Through Sections 18, 20, 21, and 29  
Final Recommended Rate Models  
prepared for Maine Department of Health and Human Services**

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

Care Coordination	Supports Brokerage	Home Support - Quarter-Hour	Home Support - Remote Support - Monitor Only	Agency Home Support	Section 18 Residential Home Support	Section 20 Residential Home Support	Shared Living
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**BLS Code and Title**

11-9151	Social and community service managers						
19-3033	Clinical and counseling psychologists						
19-3034	School psychologist						
21-1012	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%				
21-1093	Social and human service assistants		10%	10%	10%	10%	
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%	70%	
31-1131	Nursing assistants						
31-1132	Orderlies						
31-1133	Psychiatric aides		10%	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%	10%	
39-9041	Residential advisers						
		100%	100%	100%	100%	100%	100%

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

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

	Respite Services	Community Supports	Work Ordered Clubhouse	Career Planning	Employment Specialist Services	Work Support	Crisis Intervention Services
<b>BLS Code and Title</b>							
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%	20%	20%	
21-1015 Rehabilitation counselors			50%	25%	20%	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			50%				
21-1091 Health educator							
21-1093 Social and human service assistants		20%		50%	60%	20%	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	100%	40%				40%	
31-1131 Nursing assistants							
31-1132 Orderlies							
31-1133 Psychiatric aides		10%					80%
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%					
39-9041 Residential advisers							
	100%	100%	100%	100%	100%	100%	100%

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

**Appendix A: Wage Assumptions  
Rate Model Wage Assumptions<sup>1</sup>  
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

	Care Coordination	Supports Brokerage	Home Support - Quarter-Hour	Home Support - Remote Support	Agency Home Support	Section 18 Residential Home Support	Section 20 Residential Home Support	Shared Living	Respite Services	Community Supports	Work Ordered Clubhouse	Career Planning	Employment Specialist Services	Work Support	Crisis Intervention Services
10th %ile	\$27.83	\$22.04	\$17.87	\$17.87	\$17.87	\$17.87	\$17.87	\$25.11	\$17.72	\$17.53	\$21.52	\$20.28	\$20.17	\$19.37	\$19.87
25th %ile	\$32.52	\$23.78	\$18.63	\$18.63	\$18.63	\$18.63	\$18.63	\$28.90	\$18.31	\$18.51	\$23.25	\$22.07	\$21.97	\$20.66	\$20.65
<b>50th %ile</b>	<b>\$36.98</b>	<b>\$27.51</b>	<b>\$19.76</b>	<b>\$19.76</b>	<b>\$19.76</b>	<b>\$19.76</b>	<b>\$19.76</b>	<b>\$31.94</b>	<b>\$19.21</b>	<b>\$20.03</b>	<b>\$29.01</b>	<b>\$25.21</b>	<b>\$24.90</b>	<b>\$23.13</b>	<b>\$21.70</b>
75th %ile	\$39.67	\$31.82	\$21.32	\$21.32	\$21.32	\$21.32	\$21.32	\$36.42	\$20.56	\$22.26	\$37.19	\$29.70	\$28.79	\$26.95	\$22.01
90th %ile	\$44.23	\$40.16	\$23.81	\$23.81	\$23.81	\$23.81	\$23.81	\$42.28	\$23.06	\$24.91	\$47.54	\$35.42	\$34.08	\$31.81	\$23.55

<sup>1</sup>Rate model wage assumptions are bolded, based on the assumed job requirements

<sup>2</sup>Tier 4 wage assumptions include a 10 percent premium on the wages

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29  
Final Recommended 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 <sup>1</sup>	Rate Model	BLS Data <sup>1</sup>	Rate Model	BLS Data <sup>1</sup>	Rate Model	BLS Data <sup>1</sup>	Rate Model

**Mandatory Benefits**

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

**Paid Time Off<sup>5</sup>**

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	
<b>Total</b>					<b>24.0</b>	<b>25.0</b>	<b>19.4</b>	<b>25.0</b>

**Health Insurance<sup>6</sup>**

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

**Other Benefits<sup>7</sup>**

	100%		100%		\$200.00		\$200.00
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Notes

<sup>1</sup>BLS' 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.

<sup>2</sup>Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

<sup>3</sup>Applies to first \$7,000 in wages

<sup>4</sup>Rate 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.

<sup>5</sup>BLS 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).

<sup>6</sup>In 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).

<sup>7</sup>BLS provides information for a variety of other benefits that cannot be combined

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29  
Final Recommended 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 <sup>1,2</sup>	
		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%

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

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

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

**Appendix C: Productivity Assumptions**

Care Coordination	Supports Brokerage	Home Support - Quarter-Hour	Home Support - Quarter-Hour, Tier 4	Home Support - Second Staff	Home Support - Remote Support	Agency Home Support	Agency Home Support - Tier 4	Agency Home Support - Hourly	Agency Home Support - Tier 4 - Hourly	Agency Home Support - Hourly - Second Staff
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***'Typical' Workweek***

Direct services	29.00	29.00	34.00	34.00	35.50	39.00	41.55	41.55	38.90	38.90	39.00
Participating in care plan meetings	-	-	0.50	0.50	-	-	0.25	0.25	0.10	0.10	-
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-
Travel time (between members)	5.00	5.00	2.50	2.50	2.50	-	-	-	-	-	-
Missed Appointments	-	-	1.00	1.00	1.00	-	-	-	-	-	-
Recordkeeping	5.00	5.00	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
Resource development	-	-	-	-	-	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>42.80</b>	<b>42.80</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

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

***Workweek Adjusted for Training and PTO***

Direct services	25.51	25.51	29.91	29.72	31.23	34.31	36.88	36.66	34.22	34.00	34.31
Participating in care plan meetings	-	-	0.44	0.44	-	-	0.22	0.22	0.09	0.09	-
Incomplete outcomes and reports	-	-	-	-	-	-	-	-	-	-	-
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-
Travel time (between members)	4.40	4.40	2.20	2.19	2.20	-	-	-	-	-	-
Recordkeeping	4.40	4.40	0.88	0.87	-	-	-	-	-	-	-
Employer and one-on-one supervision time	0.88	0.88	0.88	0.87	0.88	0.88	0.89	0.88	0.88	0.87	0.88
Resource development	-	-	-	-	-	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-
Training	0.96	0.96	0.96	1.19	0.96	0.96	0.96	1.19	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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>42.80</b>	<b>42.80</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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

**Appendix C: Productivity Assumptions**

Section 18 Residential Home Support	Section 20 Residential Home Support	Respite Services, Hourly	Respite Services, Day	Community Supports-Group, Community-Based, Tier 1	Community Supports-Group, Community-Based, Tier 2	Community Supports-Group, Community-Based, Tier 3	Community Supports-Group, Community-Based, Tier 4	Community Supports-Group, Center-Based, Tier 1	Community Supports-Group, Center-Based, Tier 2	Community Supports-Group, Center-Based, Tier 3	Community Supports-Group, Center-Based, Tier 4
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***'Typical' Workweek***

Direct services	41.55	41.55	36.50	39.00	35.75	36.00	36.25	36.25	35.25	35.25	35.75	36.00
Participating in care plan meetings	0.25	0.25	-	-	0.75	0.75	0.50	0.50	1.00	1.00	0.75	0.75
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between members)	-	-	2.00	-	-	-	-	-	-	-	-	-
Missed Appointments	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping	-	-	0.50	-	1.25	1.00	1.00	1.00	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	1.25	1.25	1.25	1.25
<b>Total</b>	<b>42.80</b>	<b>42.80</b>	<b>40.00</b>									

***Annual Hours for Training and PTO***

Training	62	50	50	50	50	50	50	62	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	36.66	36.88	32.11	34.31	31.45	31.67	31.89	31.69	31.01	31.01	31.45	31.47
Participating in care plan meetings	0.22	0.22	-	-	0.66	0.66	0.44	0.44	0.88	0.88	0.66	0.66
Incomplete outcomes and reports	-	-	-	-	-	-	-	-	-	-	-	-
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between members)	-	-	1.76	-	-	-	-	-	-	-	-	-
Recordkeeping	-	-	0.44	-	1.10	0.88	0.88	0.87	1.32	1.32	1.10	0.87
Employer and one-on-one supervision time	0.88	0.89	0.88	0.88	0.88	0.88	0.88	0.87	0.88	0.88	0.88	0.87
Resource development	-	-	-	-	-	-	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	-	-	-	-	1.10	1.10	1.10	1.09	1.10	1.10	1.10	1.09
Training	1.19	0.96	0.96	0.96	0.96	0.96	0.96	1.19	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
<b>Total</b>	<b>42.80</b>	<b>42.80</b>	<b>40.00</b>									

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

**Appendix C: Productivity Assumptions**

Community Supports-Group, Community-Based, Section 20	Community Supports-Group, Center- Based, Section 20	Community Supports-Individual	Community Supports-Individual, Tier 4	Community Supports-Individual, Second Staff	Career Planning	Employment Specialist Services	Work Support	Work Support, Tier 4
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***'Typical' Workweek***

Direct services	36.25	36.00	33.00	33.00	35.25	30.50	32.25	33.75	33.75
Participating in care plan meetings	0.50	0.75	0.50	0.50	-	0.50	0.50	0.50	0.50
Collateral contacts	-	-	-	-	-	5.00	2.50	-	-
Travel time (between members)	-	-	2.75	2.75	2.75	2.00	2.75	2.75	2.75
Missed Appointments	-	-	1.00	1.00	1.00	-	-	1.00	1.00
Recordkeeping	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
Resource development	-	-	-	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	1.25	1.25	0.75	0.75	-	-	-	-	-
<b>Total</b>	<b>40.00</b>								

***Annual Hours for Training and PTO***

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

***Workweek Adjusted for Training and PTO***

Direct services	31.89	31.67	29.03	28.85	31.01	26.83	28.37	29.69	29.51
Participating in care plan meetings	0.44	0.66	0.44	0.44	-	0.44	0.44	0.44	0.44
Incomplete outcomes and reports	-	-	-	-	-	-	-	-	-
Collateral contacts	-	-	-	-	-	4.40	2.20	-	-
Travel time (between members)	-	-	2.42	2.40	2.42	1.76	2.42	2.42	2.40
Recordkeeping	0.88	0.88	0.88	0.87	-	0.88	0.88	0.88	0.87
Employer and one-on-one supervision time	0.88	0.88	0.88	0.87	0.88	0.88	0.88	0.88	0.87
Resource development	-	-	-	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	1.10	1.10	0.66	0.66	-	-	-	-	-
Training	0.96	0.96	0.96	1.19	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
<b>Total</b>	<b>40.00</b>								

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29  
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**Appendix C: Productivity Assumptions**

Work Support - Group, 1:2	Work Support - Group, 1:3	Work Support - Group, 1:4	Work Support - Group, 1:5	Work Support - Group, 1:6	Crisis Intervention Services
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***'Typical' Workweek***

Direct services	36.50	36.00	36.00	35.50	35.50	33.00
Participating in care plan meetings	0.50	0.75	0.75	1.00	1.00	-
Collateral contacts	-	-	-	-	-	-
Travel time (between members)	-	-	-	-	-	5.00
Missed Appointments	-	-	-	-	-	-
Recordkeeping	2.00	2.25	2.25	2.50	2.50	1.00
Employer and one-on-one supervision time	1.00	1.00	1.00	1.00	1.00	1.00
Resource development	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	-	-	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

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

***Workweek Adjusted for Training and PTO***

Direct services	32.11	31.67	31.67	31.23	31.23	28.86
Participating in care plan meetings	0.44	0.66	0.66	0.88	0.88	-
Incomplete outcomes and reports	-	-	-	-	-	-
Collateral contacts	-	-	-	-	-	-
Travel time (between members)	-	-	-	-	-	4.38
Recordkeeping	1.76	1.98	1.98	2.20	2.20	0.88
Employer and one-on-one supervision time	0.88	0.88	0.88	0.88	0.88	0.88
Resource development	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	-	-	-	-	-	-
Training	0.96	0.96	0.96	0.96	0.96	1.15
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Review of Payment Rates for Select Services Covered Through Sections 18, 20, 21, and 29**  
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**Appendix D: Section 21 Agency Home Support 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***

<b><u>'Covered' Home Hours</u></b>				
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
<b><u>Staff Hours</u></b>				
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
<b>Base Staff Hours</b>	<b>168.00</b>	<b>168.00</b>	<b>280.00</b>	<b>336.00</b>
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
<b>Total Additional Staff Hours for Residence</b>	<b>45.25</b>	<b>85.25</b>	<b>25.25</b>	<b>25.25</b>
<b>Total Hours per Home per Week</b>	<b>213.25</b>	<b>253.25</b>	<b>305.25</b>	<b>361.25</b>
<b>Hours per Client per Week</b>	<b>53.31</b>	<b>63.31</b>	<b>76.31</b>	<b>90.31</b>

***Three Member Residences***

<b><u>'Covered' Home Hours</u></b>				
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
<b><u>Staff Hours</u></b>				
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
<b>Base Staff Hours</b>	<b>168.00</b>	<b>168.00</b>	<b>280.00</b>	<b>280.00</b>
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
<b>Total Additional Staff Hours for Residence</b>	<b>25.25</b>	<b>65.25</b>	<b>5.25</b>	<b>45.25</b>
<b>Total Hours per Home per Week</b>	<b>193.25</b>	<b>233.25</b>	<b>285.25</b>	<b>325.25</b>
<b>Hours per Client per Week</b>	<b>64.42</b>	<b>77.75</b>	<b>95.08</b>	<b>108.42</b>

***Two-Member Residences***

<b><u>'Covered' Home Hours</u></b>				
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
<b><u>Staff Hours</u></b>				
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
<b>Base Staff Hours</b>	<b>168.00</b>	<b>168.00</b>	<b>168.00</b>	<b>168.00</b>
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
<b>Total Additional Staff Hours for Residence</b>	<b>5.25</b>	<b>37.25</b>	<b>53.25</b>	<b>69.25</b>
<b>Total Hours per Home per Week</b>	<b>173.25</b>	<b>205.25</b>	<b>221.25</b>	<b>237.25</b>
<b>Hours per Client per Week</b>	<b>86.63</b>	<b>102.63</b>	<b>110.63</b>	<b>118.63</b>

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**Appendix E: Sections 18 and 20 Residential Home Support Staffing Assumptions**

2 - 4 Residents	5 - 8 Residents
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*Models assume 3 and 6 residents respectively*

***Section 18 Tier II***

<b><u>'Covered' Home Hours</u></b>			
Hours in a Week		168.00	168.00
Daytime Hours		112.00	112.00
Overnight Hours		56.00	56.00
<b><u>Staff Hours</u></b>			
Number of Staff on Shift During Daytime Hours		1.00	2.00
Number of Staff on Shift During Overnight Hours		1.00	2.00
<b>Base Staff Hours</b>		<b>168.00</b>	<b>336.00</b>
Shift Overlap Hours per Week (0.25 Hours per Shift per Day)		5.25	5.25
Floating Staffing Hours		60.00	20.00
<b>Total Additional Staff Hours for Residence</b>		<b>65.25</b>	<b>25.25</b>
<b>Total Hours per Home per Week</b>		<b>233.25</b>	<b>361.25</b>
<b>Hours per Client per Week</b>		<b>77.75</b>	<b>60.21</b>

***Section 18 Tier III***

<b><u>'Covered' Home Hours</u></b>			
Hours in a Week		168.00	168.00
Daytime Hours		112.00	112.00
Overnight Hours		56.00	56.00
<b><u>Staff Hours</u></b>			
Number of Staff on Shift During Daytime Hours		2.00	3.00
Number of Staff on Shift During Overnight Hours		1.00	2.00
<b>Base Staff Hours</b>		<b>280.00</b>	<b>448.00</b>
Shift Overlap Hours per Week (0.25 Hours per Shift per Day)		5.25	5.25
Floating Staffing Hours		40.00	40.00
<b>Total Additional Staff Hours for Residence</b>		<b>45.25</b>	<b>45.25</b>
<b>Total Hours per Home per Week</b>		<b>325.25</b>	<b>493.25</b>
<b>Hours per Client per Week</b>		<b>108.42</b>	<b>82.21</b>

***Section 20***

<b><u>'Covered' Home Hours</u></b>			
Hours in a Week		168.00	168.00
Daytime Hours		112.00	112.00
Overnight Hours		56.00	56.00
<b><u>Staff Hours</u></b>			
Number of Staff on Shift During Daytime Hours		1.00	3.00
Number of Staff on Shift During Overnight Hours		1.00	2.00
<b>Base Staff Hours</b>		<b>168.00</b>	<b>448.00</b>
Shift Overlap Hours per Week (0.25 Hours per Shift per Day)		5.25	5.25
Floating Staffing Hours		80.00	0.00
<b>Total Additional Staff Hours for Residence</b>		<b>85.25</b>	<b>5.25</b>
<b>Total Hours per Home per Week</b>		<b>253.25</b>	<b>453.25</b>
<b>Hours per Client per Week</b>		<b>84.42</b>	<b>75.54</b>