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Rate Review for Personal Care and Related Services

Proposed Rate Models

- prepared for -

Maine Office of Aging and Disability Services

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Maine Office of Aging and Disability Services

**Rate Review for Personal Care and Related Services
Proposed Rate Models**

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Maine Office of Aging and Disability Services
Rate Review for Personal Care and Related Services - Proposed Rate Models

Comparison of Current and Proposed Rates

Service		Unit	Proposed Benchmark Rates	Current MaineCare Rates											
				Section 12			Section 19			Section 22			Section 96		
				Code	Rate	% of Bench.	Code	Rate	% of Bench.	Code	Rate	% of Bench.	Code	Rate	% of Bench.
Personal Care/ Personal Support Svcs.	Short-Term	15 min.	\$5.13												
	Long-Term	15 min.	\$4.54				T1019	\$4.10	79.9%				T1019	\$4.10	90.3%
	Visit	Visit	\$21.57										S5125 TF ¹	\$19.25	89.2%
Personal Support - Consumer-Directed	Short-Term	15 min.	\$3.73	S5125 U2	\$2.91	78.0%	S5125	\$3.21	86.1%	S5125 U2	\$2.72	72.9%	S5125	\$3.71	99.5%
	Long-Term	15 min.	\$3.23												
Home Health Aide/ Certified Nursing Asst.	Short-Term	15 min.	\$5.50				T1004/ G0156(?)	\$4.30	78.2%				T1004	\$4.30	78.2%
	Long-Term	15 min.	\$4.89						87.9%						87.9%
	Visit	Visit	\$22.91												
Skilled Nursing, Registered Nurse	Short-Term	15 min.	\$13.74				G0154 TD ²	\$11.06/	80.5%				T1002	\$10.58/	77.0%
	Long-Term	15 min.	\$11.70					\$8.17	94.5%				T1000 TD	\$8.17	90.4%
	Visit	Visit	\$53.60												
Skilled Nursing, Licensed Practical Nurse	Short-Term	15 min.	\$9.75				G0154 TE	\$6.32	64.8%				T1003	\$6.32/	64.8%
	Long-Term	15 min.	\$8.23						76.8%				T1000 TD TT	\$6.13	76.8%
	Visit	Visit	\$39.05												

Service		Unit	Proposed Benchmark Rates	Current State-Only Rates						
				OADS Manual Ch. 5, Sec. 63 ³			OADS Manual Part 2, Ch. 11 ⁴			
				Code	Rate	% of Bench.	Code	Rate	% of Bench.	
Personal Care/ Personal Support Svcs.	Short-Term	15 min.	\$5.13	N/A	\$4.10	79.9%				
	Long-Term	15 min.	\$4.54				90.3%			
	Visit	Visit	\$21.57				89.2%			
Personal Support - Consumer-Directed	Short-Term	15 min.	\$3.73	N/A	\$3.71	99.5%	N/A	\$2.61	70.0%	
	Long-Term	15 min.	\$3.23							114.9%
Home Health Aide/ Certified Nursing Asst.	Short-Term	15 min.	\$5.50	N/A	\$4.30	78.2%				
	Long-Term	15 min.	\$4.89				87.9%			
	Visit	Visit	\$22.91							
Skilled Nursing, Registered Nurse	Short-Term	15 min.	\$13.74	N/A ²	\$11.06/	80.5%				
	Long-Term	15 min.	\$11.70				\$8.17	94.5%		
	Visit	Visit	\$53.60							
Skilled Nursing, Licensed Practical Nurse	Short-Term	15 min.	\$9.75	N/A	\$6.32	64.8%				
	Long-Term	15 min.	\$8.23				76.8%			
	Visit	Visit	\$39.05							

¹Current visit rate is billed in 15-minute increments, but is presented as an hourly amount (as providers are permitted to bill four units per visit) for comparative purposes
²Lower rate applies to independent providers. The percent of benchmark calculations apply to agency providers, which account for the large majority of services.
³Services are billed in half-hour increments, but are presented as quarter hours for comparative purposes
⁴Services are billed in hourly increments, but are presented as quarter hours for comparative purposes

Maine Office of Aging and Disability Services
Rate Review for Personal Care and Related Services - Proposed Rate Models
Personal Support Services - Agency-Directed

Unit of Service		Visit	Short-Term	Long-Term
		Visit ¹	15 Minutes ²	15 Minutes ²
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$10.28	\$10.28	\$10.28
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	46.4%	46.4%	46.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$15.05	\$15.05	\$15.05
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time (Between Consumers)	8.00	2.00	-
	- Employer and One-on-One Supervision Time	0.50	0.50	0.50
	- Training	0.50	0.50	0.50
	- Missed Appointments	0.50	0.50	-
"Billable" Hours	30.50	36.50	39.00	
Productivity Adjustment	1.31	1.10	1.03	
	Staff Cost After Productivity Adjustment	\$19.74	\$16.49	\$15.44
Mileage	- Number of Miles Traveled per Week	250	60	0
	- Amount per Mile	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$143.75	\$34.50	\$0.00
	Mileage Cost per Billable Hour	\$4.71	\$0.95	\$0.00
Overhead/ Operating	Cost per Billable Hour Before Operating and Overhead	\$24.45	\$17.44	\$15.44
	- Operating and Overhead Rate	15.0%	15.0%	15.0%
	Operating and Overhead Costs per Billable Hour	\$4.31	\$3.08	\$2.72
	Total Cost per Billable Hour	\$28.76	\$20.52	\$18.16
	Rate per 15 Minutes		\$5.13	\$4.54
	Rate for a Visit (Based on 0.75 Hours)	\$21.57		
Multiple Consumer Rates	<i>2 Consumers</i>			
	Rate Premium	10%	10%	10%
	Total Hourly Rate	\$23.73	\$22.57	\$19.98
	Rate per Consumer per 15 Minutes (Visit)	\$11.87	\$2.82	\$2.50
	<i>3 Consumers</i>			
	Rate Premium	20%	20%	20%
Total Hourly Rate	\$25.88	\$24.62	\$21.79	
	Rate per Consumer per 15 Minutes (Visit)	\$8.63	\$2.05	\$1.82

¹The visit rate can be billed only once per day per client and cannot be billed on the same day as a 15-minute rate

²The 'short-term' rate may be billed for the first 24 units of service in a day (6 hours); all subsequent units will be billed at the long-term rate

Maine Office of Aging and Disability Services
Rate Review for Personal Care and Related Services - Proposed Rate Models
Personal Support Services - Consumer-Directed

		Short-Term	Long-Term
Unit of Service		15 Minutes ¹	15 Minutes ¹
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$10.28	\$10.28
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	23.9%	23.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$12.74	\$12.74
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Consumers)	2.00	-
	- Administrative Activities	1.00	-
	- Training	0.50	0.50
	- Missed Appointments	-	-
"Billable" Hours	36.50	39.50	
Productivity Adjustment	1.10	1.01	
Staff Cost After Productivity Adjustment	\$13.96	\$12.90	
Mileage	- Number of Miles Traveled per Week	60	0
	- Amount per Mile	\$0.575	\$0.575
	Weekly Mileage Cost	\$34.50	\$0.00
	Mileage Cost per Billable Hour	\$0.95	\$0.00
Total Cost per Billable Hour		\$14.91	\$12.90
Rate per 15 Minutes		\$3.73	\$3.23
Multiple Consumer Rates	<i>2 Consumers</i>		
	Rate Premium	10%	10%
	Total Hourly Rate	\$16.40	\$14.19
	Rate per Consumer per 15 Minutes (Visit)	\$2.05	\$1.77
	<i>3 Consumers</i>		
	Rate Premium	20%	20%
Total Hourly Rate	\$17.89	\$15.48	
Rate per Consumer per 15 Minutes (Visit)	\$1.49	\$1.29	

¹The 'short-term' rate may be billed for the first 24 units of service in a day (6 hours); all subsequent units will be billed at the long-term rate

Maine Office of Aging and Disability Services
Rate Review for Personal Care and Related Services - Proposed Rate Models
Home Health Aide/ Certified Nursing Assistant

		Visit	Short-Term	Long-Term
Unit of Service		Visit ¹	15 Minutes ²	15 Minutes ²
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$11.24	\$11.24	\$11.24
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	44.1%	44.1%	44.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.20	\$16.20	\$16.20
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time (Between Consumers)	8.00	2.00	-
	- Employer and One-on-One Supervision Time	0.50	0.50	0.50
	- Training	0.50	0.50	0.50
	- Missed Appointments	0.50	0.50	-
"Billable" Hours	30.50	36.50	39.00	
Productivity Adjustment	1.31	1.10	1.03	
Staff Cost After Productivity Adjustment	\$21.25	\$17.75	\$16.62	
Mileage	- Number of Miles Traveled per Week	250	60	0
	- Amount per Mile	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$143.75	\$34.50	\$0.00
	Mileage Cost per Billable Hour	\$4.71	\$0.95	\$0.00
Overhead/ Operating	Cost per Billable Hour Before Operating and Overhead	\$25.96	\$18.70	\$16.62
	- Operating and Overhead Rate	15.0%	15.0%	15.0%
	Operating and Overhead Costs per Billable Hour	\$4.58	\$3.30	\$2.93
Total Cost per Billable Hour		\$30.54	\$22.00	\$19.55
Rate per 15 Minutes			\$5.50	\$4.89
Rate for a Visit (Based on 0.75 Hours)		\$22.91		
Multiple Consumer Rates	<i>2 Consumers</i>			
	Rate Premium	10%	10%	10%
	Total Hourly Rate	\$25.20	\$24.20	\$21.51
	Rate per Consumer per 15 Minutes (Visit)	\$12.60	\$3.03	\$2.69
	<i>3 Consumers</i>			
	Rate Premium	20%	20%	20%
Total Hourly Rate	\$27.49	\$26.40	\$23.46	
Rate per Consumer per 15 Minutes (Visit)	\$9.16	\$2.20	\$1.96	

¹The visit rate can be billed only once per day per client and cannot be billed on the same day as a 15-minute rate

²The 'short-term' rate may be billed for the first 24 units of service in a day (6 hours); all subsequent units will be billed at the long-term rate

Maine Office of Aging and Disability Services
Rate Review for Personal Care and Related Services - Proposed Rate Models
Skilled Nursing, Registered Nurse

		Visit	Short-Term	Long-Term
Unit of Service		Visit ¹	15 Minutes ²	15 Minutes ²
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$29.79	\$29.79	\$29.79
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	29.4%	29.4%	29.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$38.55	\$38.55	\$38.55
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time (Between Consumers)	8.00	2.00	-
	- Plan-Writing, Other Documentation	2.50	2.50	-
	- Employer and One-on-One Supervision Time	0.50	0.50	0.50
	- Training	0.75	0.75	0.75
	- Missed Appointments	0.50	0.50	-
	"Billable" Hours	27.75	33.75	38.75
	Productivity Adjustment	1.44	1.19	1.03
Staff Cost After Productivity Adjustment	\$55.57	\$45.69	\$39.79	
Mileage	- Number of Miles Traveled per Week	250	60	0
	- Amount per Mile	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$143.75	\$34.50	\$0.00
	Mileage Cost per Billable Hour	\$5.18	\$1.02	\$0.00
Overhead/ Operating	Cost per Billable Hour Before Operating and Overhead	\$60.75	\$46.71	\$39.79
	- Operating and Overhead Rate	15.0%	15.0%	15.0%
	Operating and Overhead Costs per Billable Hour	\$10.72	\$8.24	\$7.02
	Total Cost per Billable Hour/ Visit Rate	\$71.47	\$54.95	\$46.81
	Rate per 15 Minutes		\$13.74	\$11.70
	Rate for a Visit (Based on 0.75 Hours)	\$53.60		
Multiple Consumer Rates	<i>2 Consumers</i>			
	Rate Premium	10%	10%	10%
	Total Hourly Rate	\$58.96	\$15.11	\$12.87
	Rate per Consumer per 15 Minutes (Visit)	\$29.48	\$7.56	\$6.44
	<i>3 Consumers</i>			
	Rate Premium	20%	20%	20%
Total Hourly Rate	\$64.32	\$16.49	\$14.04	
	Rate per Consumer per 15 Minutes (Visit)	\$21.44	\$5.50	\$4.68

¹The visit rate can be billed only once per day per client and cannot be billed on the same day as a 15-minute rate

²The 'short-term' rate may be billed for the first 24 units of service in a day (6 hours); all subsequent units will be billed at the long-term rate

Maine Office of Aging and Disability Services
Rate Review for Personal Care and Related Services - Proposed Rate Models
Skilled Nursing, Licensed Practical Nurse

		Visit	Short-Term	Long-Term
Unit of Service		Visit ¹	15 Minutes ²	15 Minutes ²
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$20.32	\$20.32	\$20.32
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	33.4%	33.4%	33.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.11	\$27.11	\$27.11
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time (Between Consumers)	8.00	2.00	-
	- Plan-Writing, Other Documentation	2.50	2.50	-
	- Employer and One-on-One Supervision Time	0.50	0.50	0.50
	- Training	0.75	0.75	0.75
	- Missed Appointments	0.50	0.50	-
	"Billable" Hours	27.75	33.75	38.75
	Productivity Adjustment	1.44	1.19	1.03
Staff Cost After Productivity Adjustment	\$39.08	\$32.13	\$27.98	
Mileage	- Number of Miles Traveled per Week	250	60	0
	- Amount per Mile	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$143.75	\$34.50	\$0.00
	Mileage Cost per Billable Hour	\$5.18	\$1.02	\$0.00
Overhead/ Operating	Cost per Billable Hour Before Operating and Overhead	\$44.26	\$33.15	\$27.98
	- Operating and Overhead Rate	15.0%	15.0%	15.0%
	Operating and Overhead Costs per Billable Hour	\$7.81	\$5.85	\$4.94
	Total Cost per Billable Hour/ Visit Rate	\$52.07	\$39.00	\$32.92
	Rate per 15 Minutes		\$9.75	\$8.23
	Rate for a Visit (Based on 0.75 Hours)	\$39.05		
Multiple Consumer Rates	<i>2 Consumers</i>			
	Rate Premium	10%	10%	10%
	Total Hourly Rate	\$42.96	\$10.73	\$9.05
	Rate per Consumer per 15 Minutes (Visit)	\$21.48	\$5.37	\$4.53
	<i>3 Consumers</i>			
	Rate Premium	20%	20%	20%
Total Hourly Rate	\$46.86	\$11.70	\$9.88	
	Rate per Consumer per 15 Minutes (Visit)	\$15.62	\$3.90	\$3.29

¹The visit rate can be billed only once per day per client and cannot be billed on the same day as a 15-minute rate

²The 'short-term' rate may be billed for the first 24 units of service in a day (6 hours); all subsequent units will be billed at the long-term rate

Rate Review for Personal Care and Related Services
Appendices of Supporting Documentation
for Proposed Rate Models

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**Maine Office of Aging and Disability Services
Rate Review for Personal Care and Related Services - Proposed Rate Models**

**Appendix A: Wage Assumptions
Bureau of Labor Statistics Information for Job Classifications Used in the Rate Models**

BLS Code and Title	Description	Typical Education Requirement	Typical Work Experience	Typical On-The-Job Training Needed To Attain Competency	Wages (from May 2014 BLS estimates)					Used in Rate Models
					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	
Registered Nurses (29-1141)	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), and "Nurse Practitioners" (29-1171).	Associate's degree	None	None	\$21.85	\$25.43	\$29.79	\$35.34	\$40.88	Skilled Nursing, Registered Nurse
Licensed Practical and Licensed Vocational Nurses (29-2061)	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.	Postsecondary non-degree award	None	None	\$15.85	\$17.78	\$20.32	\$22.34	\$23.82	Skilled Nursing, Licensed Practical Nurse
Home Health Aides (31-1011)	Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.	Less than high school	None	Short-term on-the-job training	\$8.66	\$9.75	\$10.94	\$12.90	\$15.44	50% of Wage for Home Health Aide/Certified Nursing Assistant
Nursing Assistants (31-1014)	Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.	Postsecondary non-degree award	None	None	\$9.31	\$10.18	\$11.54	\$13.57	\$14.96	50% of Wage for Home Health Aide/Certified Nursing Assistant

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Rate Review for Personal Care and Related Services - Proposed Rate Models**

**Appendix A: Wage Assumptions
Bureau of Labor Statistics Information for Job Classifications Used in the Rate Models**

BLS Code and Title	Description	Typical Education Requirement	Typical Work Experience	Typical On-The-Job Training Needed To Attain Competency	Wages (from May 2014 BLS estimates)					Used in Rate Models
					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	
Personal Care Aides (39-9021)	Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.	Less than high school	None	Short-term on-the-job training	\$8.16	\$9.03	\$10.28	\$11.41	\$13.17	Personal Support Services

**Maine Office of Aging and Disability Services
Rate Review for Personal Care and Related Services - Proposed Rate Models**

Appendix B: Benefits Assumptions

% of Employees with Access			% of Employees Who Receive ('Participation')				Benefit Level for Participating Employees				Effective Benefit Level (Accounts for Participation)		
BLS Data ¹	Rate Model		BLS Data ¹	Rate Model		BLS Data ¹	Rate Model		BLS Data ¹	Rate Model			
	PSS-AD	PSS-CD		Agency-Directed	Consumer-Directed		Agency-Directed	Consumer-Directed		Agency-Directed	Consumer-Directed		

Mandatory Benefits

FICA ²											7.65%	7.65%
Federal UI ³											0.60%	0.60%
State UI ⁴											2.20%	2.20%
Workers' Comp.											3.20%	3.20%

Paid Time Off⁵

							<i>Days per year</i>			<i>Days per year</i>		
Holidays	77%	100%	0%	77%	100%	0%	8.0	10.0	0.0	6.2	10.0	0.0
Vacation Leave	75%	100%	0%	75%	100%	0%	10.0	15.0	0.0	7.5	15.0	0.0
Sick Leave	65%	100%	0%	65%	100%	0%	7.0	15.0	0.0	4.6	15.0	0.0
Total							25.0	25.0	0.0	18.2	25.0	0.0

Health Insurance⁶

							<i>Employer contribution per month</i>			<i>Employer contribution per month</i>		
	70%	100%	0%	56%	100%	0%	\$392	\$400	\$0	\$274	\$400	\$0

Retirement

							<i>Employer contribution (% of salary)</i>			<i>Employer contribution (% of salary)</i>		
	65%	100%	0%	50%	100%	0%	NR	0.0%	0.0%	NR	0.0%	0.0%

Other Benefits⁷

							<i>Employer contribution per month</i>			<i>Employer contribution per month</i>		
		100%	100%		100%	100%	\$25	\$200	\$25	\$25	\$200	\$200

¹BLS' 2013 National Compensation Survey (http://www.bls.gov/ncs/ebs/benefits/2013/ownership_private.htm); data reported is for private employers in the New England region.

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

³Applies to first \$7,000 in wages.

⁴Applies to first \$12,000 in wages.

⁵BLS data for vacation and sick leave is based on employees with 1-5 years of experience (average for those with 6-10 experience is 14 days of vacation and 8 days of sick leave).

⁶In addition to BLS data, other sources were considered. According to U.S. DHHS' 2012 Medical Expenditure Panel, the average premium across all Maine employers was \$488.75 with an employer share of \$395.50 (Tables II.C.1 and II.C.2). According to Kaiser's review of individual health insurance plans offered through the State's health insurance exchange, the benchmark plan for a 40 year-old non-smoker in Portland is \$282 in 2015 (<http://files.kff.org/attachment/analysis-of-2015-premium-changes-in-the-affordable-care-acts-health-insurance-marketplaces-issue-brief>).

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

**Maine Office of Aging and Disability Services
Rate Review for Personal Care and Related Services - Proposed Rate Models**

**Appendix B: Benefits Assumptions
Benefit Rates by Wage Level**

Hourly Wage	Annual Salary	Rate Model Assumptions ¹		
		Agency-Directed Personal Support	Consumer-Directed Personal Support	All Other Services
\$9	\$18,720	49.3%	25.3%	49.3%
\$10	\$20,800	46.4%	23.9%	46.4%
\$11	\$22,880	44.1%	22.7%	44.1%
\$12	\$24,960	42.1%	21.7%	42.1%
\$13	\$27,040	40.4%	20.9%	40.4%
\$14	\$29,120	39.0%	20.1%	39.0%
\$15	\$31,200	37.8%	19.5%	37.8%
\$16	\$33,280	36.7%	19.0%	36.7%
\$17	\$35,360	35.7%	18.5%	35.7%
\$18	\$37,440	34.9%	18.1%	34.9%
\$19	\$39,520	34.1%	17.7%	34.1%
\$20	\$41,600	33.4%	17.4%	33.4%
\$21	\$43,680	32.8%	17.0%	32.8%
\$22	\$45,760	32.3%	16.8%	32.3%
\$23	\$47,840	31.7%	16.5%	31.7%
\$24	\$49,920	31.3%	16.3%	31.3%
\$25	\$52,000	30.8%	16.1%	30.8%
\$26	\$54,080	30.4%	15.9%	30.4%
\$27	\$56,160	30.1%	15.7%	30.1%
\$28	\$58,240	29.7%	15.5%	29.7%
\$29	\$60,320	29.4%	15.3%	29.4%
\$30	\$62,400	29.1%	15.2%	29.1%
\$31	\$64,480	28.8%	15.0%	28.8%
\$32	\$66,560	28.6%	14.9%	28.6%
\$33	\$68,640	28.3%	14.8%	28.3%
\$34	\$70,720	28.1%	14.7%	28.1%
\$35	\$72,800	27.9%	14.6%	27.9%

¹Benefit rates based on the wage assumed in rate models, rounded down to the nearest dollar

**Maine Office of Aging and Disability Services
Rate Review for Personal Care and Related Services - Proposed Rate Models**

Appendix C: Productivity Assumptions

Personal Support Services - Agency-Directed, Visit	Personal Support Services - Agency-Directed, Short-Term	Personal Support Services - Agency-Directed, Long-Term	Personal Support Services - Consumer-Directed, Short-Term	Personal Support Services - Consumer-Directed, Long-Term	Home Health Aide/ Certified Nursing Assistant, Visit	Home Health Aide/ Certified Nursing Assistant, Short-Term	Home Health Aide/ Certified Nursing Assistant, Long-Term	Skilled Nursing, Registered Nurse, Visit	Skilled Nursing, Registered Nurse, Short-Term	Skilled Nursing, Registered Nurse, Long-Term	Skilled Nursing, Licensed Practical Nurse, Visit	Skilled Nursing, Licensed Practical Nurse, Short-Term	Skilled Nursing, Licensed Practical Nurse, Long-Term
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Direct services	30.50	36.50	39.00	36.50	39.50	30.50	36.50	39.00	27.75	33.75	38.75	27.75	33.75	38.75
Travel Time (Between Consumers)	8.00	2.00	-	2.00	-	8.00	2.00	-	8.00	2.00	-	8.00	2.00	-
Missed appointments	0.50	0.50	-	-	-	0.50	0.50	-	0.50	0.50	-	0.50	0.50	-
Plan-Writing, Other Documentation	-	-	-	-	-	-	-	-	2.50	2.50	-	2.50	2.50	-
Employer and One-on-One Supervision Time	0.50	0.50	0.50	-	-	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Training	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.75	0.75	0.75	0.75	0.75	0.75
Administrative Activities	-	-	-	1.00	-	-	-	-	-	-	-	-	-	-
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00