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Rate Review for Personal Care and Related Services

Final Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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February 1, 2016

**Rate Review for Personal Care and Related Services - Final Rate Models
prepared for: Maine Department of Health and Human Services**

Table of Contents

Comparison of Current and Final Rates.....	1
Final Rate Models	
Personal Support Services.....	3
Personal Support Services - Consumer-Directed.....	4
Home Health Aide/ Certified Nursing Assistant.....	5
Skilled Nursing, Registered Nurse.....	6
Skilled Nursing, Licensed Practical Nurse.....	7
Appendices	
Appendix A: Wage Assumptions	
Appendix B: Benefits Assumptions	
Appendix C: Productivity Assumptions	

**Rate Review for Personal Care and Related Services - Final Rate Models
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Comparison of Current and Final Rates

Service	Unit	Final Rate	Current MaineCare Rates						Current State-Only Rates						
			Section 12		Section 19		Section 96		OADS Manual Ch. 5, Sec. 63 ^{2,3}		OADS Manual Part 2, Ch. 11 ³				
			Code	Rate	Code	Rate	Code	Rate	Code	Rate	Code	Rate			
Personal Care/ Personal Support Svcs.	Short-Term	15 min.		\$5.13											
		2 Person	15 min.	\$2.82											
		3 Person	15 min.	\$2.05											
	Long-Term	15 min.		\$4.54		T1019	\$4.10	T1019	\$4.10	N/A	\$4.10				
		2 Person	15 min.	\$2.50											
		3 Person	15 min.	\$1.82											
	Visit	Visit		\$21.57					S5125 TF ¹	\$19.25	N/A	\$19.25			
		2 Person	Visit	\$11.87											
		3 Person	Visit	\$8.63											
	Respite	Short-Term	15 min.		\$5.13										
			2 Person	15 min.	\$2.82										
			3 Person	15 min.	\$2.05										
Long-Term		15 min.		\$4.54		T1005	\$3.75			N/A	\$3.75				
		2 Person	15 min.	\$2.50											
		3 Person	15 min.	\$1.82											
Personal Support - Consumer-Directed	Short-Term	15 min.		\$3.73											
		2 Person	15 min.	\$2.05											
		3 Person	15 min.	\$1.49	S5125 U2	\$2.93	S5125	\$3.21	S5125	\$3.71	N/A	\$3.71	N/A	\$2.61	
	Long-Term	15 min.		\$3.23											
		2 Person	15 min.	\$1.77											
		3 Person	15 min.	\$1.29											
	Respite	Short-Term	15 min.		\$3.73										
			2 Person	15 min.	\$2.05										
			3 Person	15 min.	\$1.49		T1005 U7	\$2.93			N/A	\$3.39			
		Long-Term	15 min.		\$3.23										
			2 Person	15 min.	\$1.77										
			3 Person	15 min.	\$1.29										
Home Health Aide/ Certified Nursing Asst.	Short-Term	15 min.		\$5.50											
		2 Person	15 min.	\$3.03											
		3 Person	15 min.	\$2.20		T1004/ G0156	\$4.30	T1004	\$4.30	N/A	\$4.30				
	Long-Term	15 min.		\$4.89											
		2 Person	15 min.	\$2.69											
		3 Person	15 min.	\$1.96											
	Visit	Visit		\$22.91											
		2 Person	Visit	\$12.60		G0152 (0571)	\$39.84								
		3 Person	Visit	\$9.16											
	Respite	Short-Term	15 min.		\$5.50										
			2 Person	15 min.	\$3.03										
			3 Person	15 min.	\$2.20		T1005 (0669)	\$4.30			N/A	\$4.30			
Long-Term		15 min.		\$4.89											
		2 Person	15 min.	\$2.69											
		3 Person	15 min.	\$1.96											

**Rate Review for Personal Care and Related Services - Final Rate Models
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Comparison of Current and Final Rates

Service		Unit	Final Rate	Current MaineCare Rates						Current State-Only Rates			
				Section 12		Section 19		Section 96		OADS Manual Ch. 5, Sec. 63 ^{2,3}		OADS Manual Part 2, Ch. 11 ³	
				Code	Rate	Code	Rate	Code	Rate	Code	Rate	Code	Rate
Skilled Nursing, Registered Nurse	Independent	Short-Term	15 min.	\$13.74					T1002	\$10.58	N/A	\$11.06	
			2 Person	15 min.	\$7.56				T1002 TT	\$6.94			
			3 Person	15 min.	\$5.50								
		Long-Term	15 min.	\$11.70			G0154 TD	\$11.06	T1002	\$10.58			
			2 Person	15 min.	\$6.44				T1002 TT	\$6.94			
			3 Person	15 min.	\$4.68								
	Visit	Visit	\$53.60			T1005 (0551)	\$84.10						
		2 Person	Visit	\$29.48									
		3 Person	Visit	\$21.44									
	Independent	Short-Term	15 min.	\$13.74					T1000 TD	\$8.17	N/A	\$8.17	
			2 Person	15 min.	\$7.56				T1000 TD TT	\$6.13			
			3 Person	15 min.	\$5.50			G0154 TD	\$8.17	T1000 TD			\$8.17
		Long-Term	15 min.	\$11.70					T1000 TD TT	\$6.13			
			2 Person	15 min.	\$6.44								
			3 Person	15 min.	\$4.68								
Visit		Visit	\$53.60										
		2 Person	Visit	\$29.48									
		3 Person	Visit	\$21.44									
Skilled Nursing, Licensed Practical Nurse	Independent	Short-Term	15 min.	\$9.75					T1003	\$6.32	N/A	\$6.32	
			2 Person	15 min.	\$5.37				T1003 TT	\$4.74			
			3 Person	15 min.	\$3.90			G0154 TE	\$6.32	T1003			\$6.32
		Long-Term	15 min.	\$8.23					T1003 TT	\$4.74			
			2 Person	15 min.	\$4.53								
			3 Person	15 min.	\$3.29								
	Visit	Visit	\$39.05			T1005 (0559)	\$58.88						
		2 Person	Visit	\$21.48									
		3 Person	Visit	\$15.62									

¹Current 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.

²Nursing services are currently billed in half-hour increments, but are presented as quarter hours for comparative purposes.

³PSS and Home Health Aide services are currently billed in hourly increments, but are presented as quarter hours for comparative purposes.

Rate Review for Personal Care and Related Services - Final Rate Models
prepared for: Maine Department of Health and Human Services
Personal Support Services - Agency-Directed

		Short-Term	Long-Term	Visit
	Unit of Service	15 Minutes ¹	15 Minutes ¹	Visit 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)	2.00	-	8.00
	- 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	36.50	39.00	30.50
Productivity Adjustment	1.10	1.03	1.31	
	Staff Cost After Productivity Adjustment	\$16.49	\$15.44	\$19.74
Mileage	- Number of Miles Traveled per Week	60	0	250
	- Amount per Mile	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$34.50	\$0.00	\$143.75
	Mileage Cost per Billable Hour	\$0.95	\$0.00	\$4.71
Overhead/ Operating	Cost per Billable Hour Before Operating and Overhead	\$17.44	\$15.44	\$24.45
	- Operating and Overhead Rate	15.0%	15.0%	15.0%
	Operating and Overhead Costs per Billable Hour	\$3.08	\$2.72	\$4.31
	Total Cost per Billable Hour	\$20.52	\$18.16	\$28.76
	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 Billing per Hour (Visit)	\$22.57	\$19.98	\$23.73
	Rate per Consumer per 15 Minutes (Visit)	\$2.82	\$2.50	\$11.87
	<i>3 Consumers</i>			
	Rate Premium	20%	20%	20%
Total Billing per Hour (Visit)	\$24.62	\$21.79	\$25.88	
	Rate per Consumer per 15 Minutes (Visit)	\$2.05	\$1.82	\$8.63

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

²The visit rate can be billed only once per day per client and cannot be billed the same day as a 15-minute rate

**Rate Review for Personal Care and Related Services - Final Rate Models
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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 Billing per Hour (Visit)	\$16.40	\$14.19
	Rate per Consumer per 15 Minutes (Visit)	\$2.05	\$1.77
	<i>3 Consumers</i>		
	Rate Premium	20%	20%
Total Billing per Hour (Visit)	\$17.89	\$15.48	
Rate per Consumer per 15 Minutes (Visit)	\$1.49	\$1.29	

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Rate Review for Personal Care and Related Services - Final Rate Models
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Home Health Aide/ Certified Nursing Assistant

		Short-Term	Long-Term	Visit
	Unit of Service	15 Minutes ¹	15 Minutes ¹	Visit ²
Direct Support Staff Wages and Benefits	<i>Wages</i>			
		\$11.24	\$11.24	\$11.24
	<i>Employee Benefits</i>			
		44.1%	44.1%	44.1%
		\$16.20	\$16.20	\$16.20
	<i>Productivity Assumptions</i>			
		40.00	40.00	40.00
		2.00	-	8.00
		0.50	0.50	0.50
		0.50	0.50	0.50
		0.50	-	0.50
		36.50	39.00	30.50
	1.10	1.03	1.31	
	\$17.75	\$16.62	\$21.25	
Mileage	- Number of Miles Traveled per Week	60	0	250
	- Amount per Mile	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$34.50	\$0.00	\$143.75
	Mileage Cost per Billable Hour	\$0.95	\$0.00	\$4.71
Overhead/ Operating	Cost per Billable Hour Before Operating and Overhead	\$18.70	\$16.62	\$25.96
	- Operating and Overhead Rate	15.0%	15.0%	15.0%
	Operating and Overhead Costs per Billable Hour	\$3.30	\$2.93	\$4.58
	Total Cost per Billable Hour	\$22.00	\$19.55	\$30.54
	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 Billing per Hour (Visit)	\$24.20	\$21.51	\$25.20
	Rate per Consumer per 15 Minutes (Visit)	\$3.03	\$2.69	\$12.60
	<i>3 Consumers</i>			
	Rate Premium	20%	20%	20%
Total Billing per Hour (Visit)	\$26.40	\$23.46	\$27.49	
	Rate per Consumer per 15 Minutes (Visit)	\$2.20	\$1.96	\$9.16

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Rate Review for Personal Care and Related Services - Final Rate Models
prepared for: Maine Department of Health and Human Services
Skilled Nursing, Registered Nurse

Unit of Service		Short-Term	Long-Term	Visit
		15 Minutes ¹	15 Minutes ¹	Visit 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)	2.00	-	8.00
	- 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	33.75	38.75	27.75
Productivity Adjustment	1.19	1.03	1.44	
Staff Cost After Productivity Adjustment	\$45.69	\$39.79	\$55.57	
Mileage	- Number of Miles Traveled per Week	60	0	250
	- Amount per Mile	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$34.50	\$0.00	\$143.75
	Mileage Cost per Billable Hour	\$1.02	\$0.00	\$5.18
Overhead/ Operating	Cost per Billable Hour Before Operating and Overhead	\$46.71	\$39.79	\$60.75
	- Operating and Overhead Rate	15.0%	15.0%	15.0%
	Operating and Overhead Costs per Billable Hour	\$8.24	\$7.02	\$10.72
	Total Cost per Billable Hour/ Visit Rate	\$54.95	\$46.81	\$71.47
	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 Billing per Hour (Visit)	\$15.11	\$12.87	\$58.96
	Rate per Consumer per 15 Minutes (Visit)	\$7.56	\$6.44	\$29.48
	<i>3 Consumers</i>			
	Rate Premium	20%	20%	20%
Total Billing per Hour (Visit)	\$16.49	\$14.04	\$64.32	
	Rate per Consumer per 15 Minutes (Visit)	\$5.50	\$4.68	\$21.44

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Rate Review for Personal Care and Related Services - Final Rate Models
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Skilled Nursing, Licensed Practical Nurse

	Unit of Service	Short-Term 15 Minutes ²	Long-Term 15 Minutes ²	Visit Visit ¹
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)	2.00	-	8.00
	- 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	33.75	38.75	27.75
Productivity Adjustment	1.19	1.03	1.44	
Staff Cost After Productivity Adjustment	\$32.13	\$27.98	\$39.08	
Mileage	- Number of Miles Traveled per Week	60	0	250
	- Amount per Mile	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$34.50	\$0.00	\$143.75
	Mileage Cost per Billable Hour	\$1.02	\$0.00	\$5.18
Overhead/ Operating	Cost per Billable Hour Before Operating and Overhead	\$33.15	\$27.98	\$44.26
	- Operating and Overhead Rate	15.0%	15.0%	15.0%
	Operating and Overhead Costs per Billable Hour	\$5.85	\$4.94	\$7.81
	Total Cost per Billable Hour/ Visit Rate	\$39.00	\$32.92	\$52.07
	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 Billing per Hour (Visit)	\$10.73	\$9.05	\$42.96
	Rate per Consumer per 15 Minutes (Visit)	\$5.37	\$4.53	\$21.48
	<i>3 Consumers</i>			
	Rate Premium	20%	20%	20%
Total Billing per Hour (Visit)	\$11.70	\$9.88	\$46.86	
	Rate per Consumer per 15 Minutes (Visit)	\$3.90	\$3.29	\$15.62

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Appendices of Supporting Documentation
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**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 for Maine)					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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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 for Maine)					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

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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
Agency-Directed	Consumer-Directed		Agency-Directed	Consumer-Directed	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	\$219	\$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	\$200

Notes

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.

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

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Appendix C: Productivity Assumptions

Personal Support Services - Agency-Directed, Visit	Personal Support Services - Agency-Directed	Personal Support Services - Consumer-Directed	Home Health Aide/ Certified Nursing Assistant, Visit	Home Health Aide/ Certified Nursing Assistant	Skilled Nursing, Registered Nurse, Visit	Skilled Nursing, Registered Nurse	Skilled Nursing, Licensed Practical Nurse, Visit	Skilled Nursing, Licensed Practical Nurse
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Direct services	30.50	36.50	36.50	30.50	36.50	27.75	33.75	27.75	33.75
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
Training	0.50	0.50	0.50	0.50	0.50	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