



Executive Office of Health & Human Services
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Cranston, RI
02920

To: Safety Net Provider Working Group

From: Ben Shaffer, Acting Medicaid Director, Executive Office of Health and Human Services

Date: February 28, 2020

Re: Milliman Rate Benchmark Study

Please find attached the Rate Benchmark Study, conducted by Milliman, an actuarial firm. This exploratory analysis was designed at the request of the safety net community mental health centers, opioid treatment programs, and substance use residential providers, to inform and enhance conversations between the state, the behavioral health provider network, and their professional association, the Substance Use and Mental Health Leadership Council (SUMHLC). This review of fee for service reimbursement rates can be used as a starting point for further discussion and will be considered in coordination with other ongoing analyses of the behavioral health system supported by EOHS, Medicaid, the Office of the Health Insurance Commissioner (OHIC), and others.

This study specifically focused on the following nine behavioral health services and their related Medicaid Fee-for Service (FFS) rates. It provides a comparison between proposed benchmark rates created by Milliman for these services and the FFS rates paid by RI Medicaid. This methodology was selected due to the unique nature of some of these services covered below:

- Integrated Health Homes (IHH)
- Assertive Community Treatment (ACT)
- Mental Health Psychiatric Rehabilitative Residences (MHPRR)
- Residential Programs for Substance Use Disorders (SUD)
- Partial Hospitalization
- Intensive Outpatient Services and Programs
- Psychiatry/Prescriber
- Registered Nursing
- Principal Counselor/Counselor

This study should be viewed as the first step in exploring behavioral health rates and services. We recognize that this was not an exhaustive review of all behavioral health services and is not meant to be representative of all services. Additionally, as all of these services are included in managed care, but not analyzed here, the capitation rates should be considered in any future study or discussions. Finally, we note that because of time limitation of federal funding, Milliman was not able to engage any stakeholders regarding the final rate models, comparison rates, or the final report, which is a standard and critical step for all of our payment system and rate-setting design and evaluation projects for Medicaid and other public agencies.

We look forward to continuing to work together with providers and policy makers to ensure access to the highest quality of care and drive investments toward an appropriate and responsive continuum of behavioral health care services.

c: Kathryn Power, Director, Department of Behavioral Healthcare, Developmental Disabilities and Hospitals



MILLIMAN CLIENT REPORT

Behavioral Health Comparison Rate Development

State of Rhode Island, Executive Office of Health and Human Services
Confidential and Proprietary

February 13, 2020

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I. Background and Executive Summary

Milliman, Inc. (Milliman) has been retained by the State of Rhode Island, Executive Office of Health and Human Services (EOHHS) to provide actuarial and consulting services related to the development of comparison rates for certain behavioral health Medicaid services provided on a fee-for-service (FFS) basis. The services selected for this project included:

- Integrated Health Homes (IHH)
- Assertive Community Treatment (ACT)
- Mental Health Psychiatric Rehabilitative Residences (MHPRR)
- Residential Programs for Substance Use Disorders (SUD)
- Partial Hospitalization
- Intensive Outpatient Services and Programs
- Psychiatry/Prescriber
- Registered Nursing
- Principal Counselor/Counselor

We were requested to utilize publicly available information to the extent possible in the development of these comparison rates. A provider survey to capture information regarding key modeling inputs was outside of the scope of this project. Instead, we performed interviews at the Substance Use and Mental Health Leadership Council offices during the week of June 24th with several community mental health centers (CMHCs), one substance use disorder (SUD) residential provider, and two opioid treatment programs (OTPs). Additionally, we conducted interviews with five SUD residential providers on September 11th at the Substance Use and Mental Health Leadership Council offices. We also researched publicly available data sources to identify and develop rate model inputs, which included identification of inputs used by other states using similar rate models and independent sources such as the Bureau of Labor Statistics (BLS). Lastly, we participated in multiple meetings with EOHHS and the Department of Behavioral Healthcare, Developmental Disabilities, and Hospitals (BHDDH) to discuss the services, methodology, and assumptions used to develop the rate models and resulting comparison rates for the selected services.

Figure 1 shows the comparison rates for the behavioral health services covered under the scope of this project based on the methodology and assumptions applied through the use of the rate models. We also show the current FFS rates as a comparison for each of the services.

FIGURE 1: COMPARISON RATE VS. CURRENT STATE FEE SCHEDULE

SERVICE CODE	SERVICE CATEGORY	CURRENT FFS RATE	COMPARISON RATE	PERCENTAGE CHANGE
99211TD	Registered Nurse	\$ 7.50	\$ 7.54	0%
99212	Psychiatry/Prescriber	56.00	49.75	-11%
99213	Psychiatry/Prescriber	78.00	74.63	-4%
99214	Psychiatry/Prescriber	118.00	124.38	5%
99215	Psychiatry/Prescriber	148.00	199.01	34%
90791TD	Registered Nurse	124.00	154.30	24%
90791UA	Principal Counselor/Counselor	116.25	135.21	16%
90832UA	Principal Counselor/Counselor	49.00	45.07	-8%
90834UA	Principal Counselor/Counselor	67.20	67.60	1%
90837UA	Principal Counselor/Counselor	70.00	90.14	29%
H0001UD	SUD	97.00	96.84	0%
H0004UD	SUD	17.94	16.48	-8%
H0005UD	SUD	32.30	12.36	-62%
SUD Per Diem 3.1	SUD	NA	149.27	NA
SUD Per Diem 3.5	SUD	NA	224.28	NA
H0015HF	Intensive OP Program	91.50	72.68	-21%
H0019U3	MHPRR	125.00	113.36	-8%
H0019U4 Base	MHPRR	125.00	138.02	10%
H0019U4 Moderate	MHPRR	125.00	159.42	28%
H0019U4 Severe	MHPRR	125.00	185.85	49%
H0019U5	MHPRR	175.00	210.51	20%
H0035HF	Partial Hospitalization	161.50	163.13	1%
H0037	IHH	13.82	15.66	13%
H0037(OTP)	IHH	7.64	12.17	59%
H0040	ACT	41.65	43.48	4%
H2011U1	Crisis Evaluation	37.50	108.71	190%

Appendix 1 documents the underlying rate model methodology and assumptions used to develop the comparison rates for each of the selected behavioral health services. The remainder of this report provides an overview of the methodology and assumptions used in those rate models.

II. Methodology

Milliman developed these comparison rates to represent the average expected costs that a reasonably efficient Rhode Island provider would experience while delivering these services. Milliman did consider the potential for geographic variation that may occur amongst the providers in the state. Although there may be some differences in the costs of providing these services in different regions of the state, it was decided to develop comparison rates that would represent an average for the entire state rather than develop rates for specific regions.

While we understand that the costs of the selected services may vary by provider, they are generally driven by the following elements:

- **Direct care wages** – Typically the largest component of the comparison rates is the labor-related cost, or the product of the time and expected wage rates for the direct care staff who deliver each of the services.
- **Supervision wages** – The labor costs, or the product of time and wages related to those who supervise the direct care workers for each of the services.
- **Employee Related Expenses (ERE)** – The costs associated with employee benefits and employer-related taxes provided for or on behalf of employees.
- **Training time and paid time off (PTO)** – The labor cost associated with the time that a worker spends training or away from work (vacation, holidays, sick time, etc.), which is time that generally must be covered by other employees.
- **Staffing ratios** – The number of staff members relative to the number of clients served for each service unit, which accounts for situations where the cost of direct care staff and supervisors can be spread across multiple clients.
- **Indirect time** – For many services, it is not expected that 100 percent of direct care staff time will be billable, and that some time is needed for indirect purposes, such as keeping notes, updating medical records, transportation, and making plans for client care. Although not separately billable, the employee is still paid their wages during this time.
- **Administration, program support and overhead expenses** – this element captures costs that are outside of the direct care and supervision labor-related and ERE costs, which are necessary for the successful delivery of services.
- **Transportation Costs** – services are often delivered in the community, and there are expenses associated with employees traveling to the service delivery location or expenses for operating and maintaining a van in residential locations.
- **Other Expenses** – There are other expenses not explicitly described above that the provider must incur while delivering services. For example, this would include, but is not limited to, costs associated with an empty bed while trying to coordinate another beneficiary to fill the vacancy.

The comparison rates produced by the rate models can vary significantly based on the assumptions used for each of these variables. The rate models can be adjusted to reflect changes in service delivery or to create incentives consistent with overall program goals and objectives.

PROCEDURE CODES ANALYZED

Figure 2 provides a listing of the services and descriptions included in this comparison rate analysis. Our analysis included both current and anticipated reimbursement methods for SUD residential services. Currently, BHDDH reimburses providers for SUD services provided in a residential setting using H0001, H0004, and H0005. It is anticipated that BHDDH will be transitioning to reimbursing using bundled rates, based on guidelines from the American Society of Addiction Medicine (ASAM), for ASAM level 3.1 and 3.5.

FIGURE 2: SERVICE CODE LISTING AND DESCRIPTION OF SERVICES INCLUDED IN ANALYSIS

SERVICE CATEGORY	PROCEDURE CODE	MODIFIER	SERVICE DESCRIPTION	MODIFIER DESCRIPTION	TIME UNIT
IHH	H0037		Community psychiatric supportive treatment program, per diem		per diem
ACT	H0040		Assertive community treatment program, per diem		per diem
MHPRR	H0019	U3	Behavioral health; long term residential (nonmedical, nonacute care in a residential treatment program where stay is typically longer than 30 days), without room and board, per diem	MHPRR Level 2	per diem
MHPRR	H0019	U4	Behavioral health; long term residential (nonmedical, nonacute care in a residential treatment program where stay is typically longer than 30 days), without room and board, per diem	MHPRR Level 3	per diem
MHPRR	H0019	U5	Behavioral health; long term residential (nonmedical, nonacute care in a residential treatment program where stay is typically longer than 30 days), without room and board, per diem	MHPRR Level 4	per diem
SUD Residential	H0001	UD	Alcohol and/or drug assessment 60-90 minutes	Counseling in a residential setting	60-90 minutes
SUD Residential	H0004	UD	Behavioral health counseling and therapy, per 15 minutes	Counseling in a residential setting	15 minutes
SUD Residential	H0005	UD	Alcohol and/or drug services; group counseling by a clinician, per 40-50 minute group	Counseling in a residential setting	40-50 minutes
SUD Residential	ASAM 3.1		SUD Residential, ASAM Level 3.1, per diem		per diem
SUD Residential	ASAM 3.5		SUD Residential, ASAM Level 3.5, per diem		per diem
Partial Hospitalization	H0035	HF	Mental health partial hospitalization treatment, per diem	Substance Use Program	per diem
Intensive OP Program	H0015	HF	Alcohol and/or drug services, intensive outpatient per diem	Substance Use Program	per diem
Psychiatry/Prescriber	99212		Office or other outpatient visit for the evaluation and management of an established patient		10 minutes
Psychiatry/Prescriber	99213		Office or other outpatient visit for the evaluation and management of an established patient		15 minutes
Psychiatry/Prescriber	99214		Office or other outpatient visit for the evaluation and management of an established patient		25 minutes
Psychiatry/Prescriber	99215		Office or other outpatient visit for the evaluation and management of an established patient		40 minutes
Registered Nurse	90791	TD	Psychiatric diagnostic evaluation without medical services	Registered Nurse	90 minutes
Registered Nurse	99211	TD	Office or other outpatient visit for the evaluation and management of an established patient	Registered Nurse	5 minutes
Principal Counselor/Counselor	90791	UA	Psychiatric diagnostic evaluation without medical services	Medicaid Level of Care 10 State Defined - Principal Counselor or Counselor	90 minutes

Principal Counselor/Counselor	90832	UA	Psychotherapy, 30 minutes with patient and/or family member	Medicaid Level of Care 10 State Defined - Principal Counselor or Counselor	30 minutes
Principal Counselor/Counselor	90834	UA	Psychotherapy, 45 minutes with patient and/or family member	Medicaid Level of Care 10 State Defined - Principal Counselor or Counselor	45 minutes
Principal Counselor/Counselor	90837	UA	Psychotherapy, 60 minutes with patient and/or family member	Medicaid Level of Care 10 State Defined - Principal Counselor or Counselor	60 minutes
Crisis Evaluation	H2011	U1	Crisis intervention service, per 15 minutes	Crisis	15 minutes

GENERAL RATE MODEL STRUCTURE

The general construct for each of the rate models is described below:

1. Direct care staff wage plus employee related expenses.
 - a. Direct care staff wages were selected based on one of the Bureau of Labor and Statistics (BLS) occupational codes, or a blend of multiple BLS occupational codes based on the type of employee expected to deliver the service. The job category selection was informed by the service description, information gathered during our provider interviews, and discussions with EOHHS and BHDDH. The occupation classification(s) considered for the models and the associated 2018 BLS Rhode Island wages by percentile are provided in Reference A. The selected occupation classification(s), including the weight assigned when multiple categories were blended, are illustrated by procedure code and position in Reference B. Reference C illustrates the composite wage and inflation adjusted for each service and position. The composite selected wages were inflated based on the medical consumer price index (CPI) trend rates from the base period of CY 2018 to the comparison rate period of SFY 2021. The trend rate utilized for this purpose was 2.4%¹.
 - b. Employee related expense percentages were based on the expected level of expenses that come with hiring an employee. Based on information gathered during our provider interviews, we generally assumed that a full complement of benefits were provided for all employees. Further details surrounding these assumptions can be found in Reference D, which shows a sample ERE calculation for a psychiatrist, peer specialist and a registered nurse. The variable inputs related to employee benefits are based on federal and state regulations, BLS information and industry observations, and assumed the following:
 - i. FICA – this is set at 7.65% up until the cap of \$133,000
 - ii. FUTA – this is set at \$420 per year
 - iii. SUTA – this is set at \$276.12 per year
 - iv. Workers compensation – this is set at 2% of wages
 - v. Health insurance – this is assumed to be \$6,593 per year
 - vi. Retirement savings contributions – this is set at 6.5% of wages
 - vii. Dental, vision, life and disability insurance- this is assumed to be \$400 per year
 - viii. Other benefits and expenses not otherwise described – this is assumed to be \$160 per year
2. Hourly wages are increased for vacation days, paid holidays, sick days, and training time to account for the additional wages that would have to be paid by the provider to have other employees cover paid time off or training time.
 - a. Based on provider interviews and industry standards, paid time off assumptions were set to include 10 vacation days a year, 10 holidays per year and 10 sick days per year.
 - b. The cost of training and continuing education is factored into the employees' non-productive time. This assumption is based on regulations set forth by the State for training and supervision and industry standards for continuing education.
3. The wages are additionally increased for indirect time. As described previously, the indirect time adjustment is for time not directly billable by the direct care worker, but still incurred on behalf of the client. This represents an expense that the provider must incur while delivering this service, but cannot be billed per regulations because it is not directly client facing, for activities like planning, summarizing notes and medical records, travel time between clients and other non-billable but appropriate time not otherwise included above. Based on industry research, Milliman preliminarily set this assumption at 15 minutes of indirect time for every hour of direct time. This adjustment was informed by our review of other states' models for similar services, and our interviews with providers. The productivity assumption utilized in other states fee schedule development for similar services can be found in Reference E.

¹ <https://data.bls.gov/>

4. An assumed wage rate for supervisors and a span of control was selected for the supervisor of the direct care worker, if applicable.
 - a. We have assumed the span of control to be 10 for most services, meaning there are 10 direct care workers for every direct care supervisor. This is based on the examination of rate development assumptions used in other states, a summary of which can be found in Reference F.
 - b. Supervisors' wages are often selected as the 75th percentile of a related BLS job classification to reflect the assumption that supervisors are often expected to be more experienced in their particular field.
5. Some providers supplement their staff with contracted employees (for example, physicians may be engaged as contractors and not as employees). Though the provider would likely not provide employee benefits and paid time off for such contracted employees, it is assumed that the costs associated with such benefits would be built into the rate that the provider must pay in order to contract with these staff. Because of this, employee related expenses were included in the model even for instances where providers would be expected to engage these staff as contracted employees.
6. An adjustment to account for the cost of administration, program support, and overhead of the provider is built into the comparison rates. Based on industry research, we have assumed a 20% load for this rate component. This generally also includes facility related costs for the CMHC or similar provider location. Additional supporting detail gathered from other states can be found in Reference G.
7. The rate models are typically developed to reflect an hourly service unit, and then converted into the service-specific unit if it is different from one hour (for example, a 15-minute unit would be calculated by dividing the hourly unit value by four).

UNIQUE RATE MODEL FEATURES

The comparison rates were developed for services using the general rate structure described above. However, the rate models have been customized in some instances to take into account the unique nature of certain services and to capture and reflect the costs associated with the expected resources required to deliver the service. The intent of each model is to capture the average expenses that the provider is expected to experience delivering each service over a period of time. The following describes the adjustments made to specific rate models to account for these unique considerations.

1. Tiered rates: MHPRR rates were tiered based on acuity (base, moderate, severe). In some instances, such as for a high acuity MHPRR, different staff wages were assumed.
2. Span of Control: For some services, such as Psychiatric codes (99212-99215) and Registered Nurse (99211TD), there was no assumed supervisory span of control. Psychiatrists and Registered Nurses are assumed to not have a supervisor to deliver these services. This assumption was based on a review of the regulations for these services and discussions with EOHS and BHDDH. Similarly, no span of control was assumed for the per diem and team based services such as IHH and ACT.
3. Indirect time factor: In some instances, the indirect time factor deviated from the above assumption of 25%. These services are:
 - a. The following services reflected assumptions above 25%:
 - i. Alcohol and Drug Assessment, 60-90 minutes (H001UD-SUD): 50%
 - ii. Crisis Evaluation (H2011U1): 100% for on-call clinician
 - b. The following services were assumed to have indirect time already embedded in the staffing time assumptions for the service:
 - i. SUD Residential: No factor
 - ii. MHPRR Per Diem (H0019): No factor
 - iii. Partial Hospital Hospitalization Per Diem (H0035HF): Treatment team leader and program director
 - iv. Integrated Health Home Per Diem (H0037): No factor
 - v. Assertive Community Treatment Program Per Diem (H0040): No Factor
4. Non-productive Time: In some instances, non-productive time (e.g. PTO, vacation, etc.) was not included in the rate because the rate model assumes the full cost of the FTE (2,080 hours).
 - a. Assertive Community Treatment Program Per Diem (H0040)
 - b. Integrated Health Home Per Diem (H0037)

5. Staffing Positions: Some services had on call and weekend position adjustments
 - a. MHPRR (H0019): Increase of \$3 per hour for a third shift and weekend direct care worker
 - b. Crisis Evaluation (H2011U1): Adjustment for an on-call clinician and an on-call psychiatrist
 - c. Partial hospitalization (H0035HF): Adjustment for an on-call psychiatrist
6. Ancillary Costs: Some services were assumed to require specific ancillary costs. These include:
 - a. Call Center costs - Crisis Evaluation (H2011U1)
 - b. Transportation/mileage costs
 - i. SUD Residential (3.1 and 3.5)
 - ii. MHPRR (H0019)
 - iii. Crisis Evaluation (H2011U1)
 - iv. Integrated Health Homes (H0037)
 - v. Assertive Community Treatment Program (H0040)
7. Billed unit adjustment
 - a. Crisis Evaluation (H2011U1): There are fixed costs associated with the delivery of this service that require the estimated number of billed units per day to model the comparison rate

DATA SOURCES

We utilized the following data sources in our selection of the underlying comparison rate model assumptions:

- Publicly available information including, but not limited to, wage information from the Bureau of Labor Statistics (BLS), specifically for Rhode Island
- State guidance, highlighting the state's understanding of how the services are provided
- State procedure code descriptions and regulations, and program descriptions
- Information from other states' fee schedule development processes
- On site interviews with providers

References A through G attached to this report provide more information as to how the publicly available data was used to select many of the comparison rate model variable inputs. Each of these reference files are further described below:

- **Reference A – BLS Position Options:** This reference file provides a listing of the BLS position(s) that we considered when selecting the staff for each service.
- **Reference B – BLS Assumptions:** This reference file provides a crosswalk of the position(s) assumed for each service to the selected BLS Occupational Code. In some cases, we have blended two or more BLS Occupational Codes to calculate a wage rate for a single position in the comparison rate models. Additionally, this reference provides the BLS wage percentile used for each service by position.
- **Reference C – Model Wage Summary:** This reference file includes all of the BLS composite wages for each service by position that are used in the rate development, including the inflation adjusted wage. Note that we have also inflated the BLS wages by 2.4% (based on Medical CPI) to account for wage increased that may have occurred from CY 2018 to SFY 2021.
- **Reference D – ERE Exhibit:** This reference shows a sample ERE calculation for a psychiatrist, peer specialist and a registered nurse.
- **Reference E – Productivity Survey:** This reference file summarizes our research of the productivity factors used in the development of other states' fee schedules.
- **Reference F – Span of Control:** This reference file summarizes our research related to the span of control (i.e. the number of people a supervisor oversees) used in the development of other states' fee schedules.
- **Reference G – Non Service Load:** This reference file summarizes our research of the non-service load percentages, which represent administration, program support and overhead adjustments used in the development of other states' fee schedules.

III. Limitations and Data Reliance

The services provided for this project were performed under the contract between Milliman and EOHHS dated June 10, 2019.

The information contained in this correspondence, including any enclosures, has been prepared for the State of Rhode Island, Executive Office of Health & Human Services (EOHHS) and their advisors. Milliman's work may not be provided to third parties without Milliman's prior written consent. To the extent that the information contained in this correspondence is provided to any approved third parties, the correspondence should be distributed in its entirety. Milliman does not intend to benefit any third party recipient of its work product, even if Milliman consents to the release of its work product to such third party.

Milliman makes no representations or warranties regarding the contents of this letter to third parties. Likewise, third parties are instructed that they are to place no reliance upon this letter prepared for EOHHS by Milliman that would result in the creation of any duty or liability under any theory of law by Milliman or its employees to third parties. In performing this analysis, we relied on data and other information provided by EOHHS and its vendors. We have not audited or verified this data and other information. If the underlying data or information is inaccurate or incomplete, the results of our analysis may likewise be inaccurate or incomplete.

We performed a limited review of the data used directly in our analysis for reasonableness and consistency and have not found material defects in the data. If there are material defects in the data, it is possible that they would be uncovered by a detailed, systematic review and comparison of the data to search for data values that are questionable or for relationships that are materially inconsistent. Such a review was beyond the scope of our assignment.

Differences between our projections and actual amounts depend on the extent to which future experience conforms to the assumptions made for this analysis. It is certain that actual experience will not conform exactly to the assumptions used in this analysis. Actual amounts will differ from projected amounts to the extent that actual experience deviates from expected experience.

Guidelines issued by the American Academy of Actuaries require actuaries to include their professional qualifications in all actuarial communications. Jeremy Cunningham and David Dombrowski are members of the American Academy of Actuaries, who meet the qualification standards for performing the analyses in this report.

Appendix 1: Behavioral Health Rate Models

State of Rhode Island Executive Office of Health and Human Services Behavioral Health Fee Schedule Development - 99211TD - Registered Nurse Codes			
		Clinician	Notes
A	Estimated Average Hours Per Unit:	0.08	Unit type is 5 Minutes, or .08 of an hour
B	Staffing Ratio	1	One staff per one client
C	Hourly Wage	\$ 39.59	BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	25.7%	Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 49.75	$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	80	10 days a year for Clinician
H	Paid Holiday Hours per Year	80	10 days a year for Clinician
I	Paid Sick Hours per Year	80	10 days a year for Clinician
J	<u>Training Time Hours per Year</u>	52	6.5 days a year for Clinician
K	Total Non-productive Employee Time	292	$K = G + H + I + J$
L	<u>Non-productive Time Inflation Factor</u>	16.3%	$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 57.88	$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	19.65	19.65 minutes
O	Average Minutes of Travel Time Per Encounter	-	0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	4.91	For notes and medical records
Q	<u>Indirect Time Factor</u>	125%	$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 72.35	$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 72.35	$S = R / B$
T	Administration / Program Support / Overhead	20.0%	Based on assumptions, other states' rate model
U	Hourly Rate	\$ 90.44	$U = S / (1 - T)$
V	5 Minutes Rate	\$ 7.54	$V = U * A$
W	Current Rate	\$ 7.50	Rate Currently being used by state

Notes:

Service Description: Registered Nurse Codes

Reporting Code Description: Office or other outpatient visit for the evaluation and management of established patient

Reporting Units: 5 minutes

Staffing Ratio: 1:1

Clinician Job Weights: 100% Registered Nurses (50th Percentile)

State of Rhode Island			
Executive Office of Health and Human Services			
Behavioral Health Fee Schedule Development - 99212 - Psychiatry/Prescriber			
		Clinician	Notes
A	Estimated Average Hours Per Unit:	0.17	Unit type is 10 Minutes, or .17 of an hour
B	Staffing Ratio	1	One staff per one client
C	Hourly Wage	\$ 138.19	BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	15.0%	Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 158.90	$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	120	15 days a year for Clinician
H	Paid Holiday Hours per Year	80	10 days a year for Clinician
I	Paid Sick Hours per Year	80	10 days a year for Clinician
J	<u>Training Time Hours per Year</u>	70	8.75 days a year for Clinician
K	Total Non-productive Employee Time	350	$K = G + H + I + J$
L	<u>Non-productive Time Inflation Factor</u>	20.2%	$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 191.05	$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	10.00	10 minutes
O	Average Minutes of Travel Time Per Encounter	-	0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	2.50	For notes and medical records
Q	<u>Indirect Time Factor</u>	125%	$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 238.81	$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 238.81	$S = R / B$
T	Administration / Program Support / Overhead	20.0%	Based on assumptions, other states' rate model
U	Hourly Rate	\$ 298.52	$U = S / (1 - T)$
V	10 Minutes Rate	\$ 49.75	$V = U * A$
W	Current Rate	\$ 56.00	Rate Currently being used by state

Notes:

Service Description: Psychiatry/Prescriber

Reporting Code Description: Office or other outpatient visit for the evaluation and management of an established patient

Reporting Units: 10 minutes

Staffing Ratio: 1:1

Clinician Job Weights: 100% Psychiatrists (75th Percentile)

State of Rhode Island			
Executive Office of Health and Human Services			
Behavioral Health Fee Schedule Development - 99213 - Psychiatry/Prescriber			
		Clinician	Notes
A	Estimated Average Hours Per Unit:	0.25	Unit type is 15 Minutes, or .25 of an hour
B	Staffing Ratio	1	One staff per one client
C	Hourly Wage	\$ 138.19	BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	15.0%	Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 158.90	$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	120	15 days a year for Clinician
H	Paid Holiday Hours per Year	80	10 days a year for Clinician
I	Paid Sick Hours per Year	80	10 days a year for Clinician
J	<u>Training Time Hours per Year</u>	70	8.75 days a year for Clinician
K	Total Non-productive Employee Time	350	$K = G + H + I + J$
L	<u>Non-productive Time Inflation Factor</u>	20.2%	$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 191.05	$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	15.00	15 minutes
O	Average Minutes of Travel Time Per Encounter	-	0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	3.75	For notes and medical records
Q	<u>Indirect Time Factor</u>	125%	$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 238.81	$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 238.81	$S = R / B$
T	Administration / Program Support / Overhead	20.0%	Based on assumptions, other states' rate model
U	Hourly Rate	\$ 298.52	$U = S / (1 - T)$
V	15 Minutes Rate	\$ 74.63	$V = U * A$
W	Current Rate	\$ 78.00	Rate Currently being used by state

Notes:

Service Description: Psychiatry/Prescriber

Reporting Code Description: Office or other outpatient visit for the evaluation and management of an established patient

Reporting Units: 15 minutes

Staffing Ratio: 1:1

Clinician Job Weights: 100% Psychiatrists (75th Percentile)

State of Rhode Island Executive Office of Health and Human Services Behavioral Health Fee Schedule Development - 99214 - Psychiatry/Prescriber			
		Clinician	Notes
A	Estimated Average Hours Per Unit:	0.42	Unit type is 25 Minutes, or .42 of an hour
B	Staffing Ratio	1	One staff per one client
C	Hourly Wage	\$ 138.19	BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	15.0%	Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 158.90	$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	120	15 days a year for Clinician
H	Paid Holiday Hours per Year	80	10 days a year for Clinician
I	Paid Sick Hours per Year	80	10 days a year for Clinician
J	<u>Training Time Hours per Year</u>	70	8.75 days a year for Clinician
K	Total Non-productive Employee Time	350	$K = G + H + I + J$
L	<u>Non-productive Time Inflation Factor</u>	20.2%	$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 191.05	$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	25.00	25 minutes
O	Average Minutes of Travel Time Per Encounter	-	0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	6.25	For notes and medical records
Q	<u>Indirect Time Factor</u>	125%	$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 238.81	$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 238.81	$S = R / B$
T	Administration / Program Support / Overhead	20.0%	Based on assumptions, other states' rate model
U	Hourly Rate	\$ 298.52	$U = S / (1 - T)$
V	25 Minutes Rate	\$ 124.38	$V = U * A$
W	Current Rate	\$ 118.00	Rate Currently being used by state

Notes:

Service Description: Psychiatry/Prescriber

Reporting Code Description: Office or other outpatient visit for the evaluation and management of an established patient

Reporting Units: 25 minutes

Staffing Ratio: 1:1

Clinician Job Weights: 100% Psychiatrists (75th Percentile)

State of Rhode Island			
Executive Office of Health and Human Services			
Behavioral Health Fee Schedule Development - 99215 - Psychiatry/Prescriber			
		Clinician	Notes
A	Estimated Average Hours Per Unit:	0.67	Unit type is 40 Minutes, or .67 of an hour
B	Staffing Ratio	1	One staff per one client
C	Hourly Wage	\$ 138.19	BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	15.0%	Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 158.90	$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	120	15 days a year for Clinician
H	Paid Holiday Hours per Year	80	10 days a year for Clinician
I	Paid Sick Hours per Year	80	10 days a year for Clinician
J	<u>Training Time Hours per Year</u>	70	8.75 days a year for Clinician
K	Total Non-productive Employee Time	350	$K = G + H + I + J$
L	<u>Non-productive Time Inflation Factor</u>	20.2%	$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 191.05	$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	40.00	40 minutes
O	Average Minutes of Travel Time Per Encounter	-	0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	10.00	For notes and medical records
Q	<u>Indirect Time Factor</u>	125%	$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 238.81	$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 238.81	$S = R / B$
T	Administration / Program Support / Overhead	20.0%	Based on assumptions, other states' rate model
U	Hourly Rate	\$ 298.52	$U = S / (1 - T)$
V	40 Minutes Rate	\$ 199.01	$V = U * A$
W	Current Rate	\$ 148.00	Rate Currently being used by state

Notes:

Service Description: Psychiatry/Prescriber

Reporting Code Description: Office or other outpatient visit for the evaluation and management of an established patient

Reporting Units: 40 minutes

Staffing Ratio: 1:1

Clinician Job Weights: 100% Psychiatrists (75th Percentile)

State of Rhode Island
Executive Office of Health and Human Services
Behavioral Health Fee Schedule Development - 90791TD - Registered Nurse Codes

		Clinician	Supervisor	Total	Notes
A	Estimated Average Hours Per Unit:			1.50	Unit type is 40 Minutes, or 1.5 hours
B	Staffing Ratio			1	One staff per one client
C	Hourly Wage	\$ 39.59	\$ 69.07		BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	<u>25.7%</u>	<u>21.5%</u>		Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 49.75	\$ 83.90		$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	2080		8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
H	Paid Holiday Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
I	Paid Sick Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
J	<u>Training Time Hours per Year</u>	52	85		6.5 days a year for Clinician and 10.625 days a year for supervisors
K	Total Non-productive Employee Time	292	325		$K = G + H + I + J$
L	<u>Non-productive Time Inflation Factor</u>	<u>16.3%</u>	<u>18.5%</u>		$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 57.88	\$ 99.44		$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	90.00			90 minutes
O	Average Minutes of Travel Time Per Encounter	-			0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	22.50			For notes and medical records
Q	<u>Indirect Time Factor</u>	<u>125%</u>			$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 72.35			$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 72.35			$S = R / B$
T	<u>Supervisor Span of Control</u>		<u>10.00</u>		10 employees assumed to be managed by 1 supervisor
U	Portion of Supervisory Wage Applicable to Service		\$ 9.94		$U = M / T / B$
V	Administration / Program Support / Overhead			20.0%	Based on assumptions, other states' rate model
W	Hourly Rate			\$ 102.87	$W = (S + U) / (1 - V)$
X	90 Minutes Rate			\$ 154.30	$X = W * A$
Y	Current Rate			\$ 124.00	Rate Currently being used by state

Notes:

Service Description: Registered Nurse Codes

Reporting Code Description: Psychiatric diagnostic evaluation without medical services

Reporting Units: 90 minutes

Staffing Ratio: 1:1

Clinician Job Weights: 100% Registered Nurses (50th Percentile)

Supervisor Job Weights: 75% Nurse Practitioners || 25% Psychiatrists (50th Percentile)

State of Rhode Island
Executive Office of Health and Human Services
Behavioral Health Fee Schedule Development - 90791UA - Principal Counselor and Counselor Codes

		Clinician	Supervisor	Total	Notes
A	Estimated Average Hours Per Unit:			1.50	Unit type is 40 Minutes, or 1.5 hours
B	Staffing Ratio			1	One staff per one client
C	Hourly Wage	\$ 34.65	\$ 51.34		BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	<u>27.0%</u>	<u>23.5%</u>		Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 44.01	\$ 63.40		$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	2080		8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
H	Paid Holiday Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
I	Paid Sick Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
J	<u>Training Time Hours per Year</u>	69	80		8.625 days a year for Clinician and 10 days a year for supervisors
K	Total Non-productive Employee Time	309	320		$K = G + H + I + J$
L	<u>Non-productive Time Inflation Factor</u>	<u>17.4%</u>	<u>18.2%</u>		$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 51.69	\$ 74.93		$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	90.00			90 minutes
O	Average Minutes of Travel Time Per Encounter	-			0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	22.50			For notes and medical records
Q	<u>Indirect Time Factor</u>	<u>125%</u>			$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 64.62			$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 64.62			$S = R / B$
T	<u>Supervisor Span of Control</u>		<u>10.00</u>		10 employees assumed to be managed by 1 supervisor
U	Portion of Supervisory Wage Applicable to Service		\$ 7.49		$U = M / T / B$
V	Administration / Program Support / Overhead			20.0%	Based on assumptions, other states' rate model
W	Hourly Rate			\$ 90.14	$W = (S + U) / (1 - V)$
X	90 Minutes Rate			\$ 135.21	$X = W * A$
Y	Current Rate			\$ 116.25	Rate Currently being used by state

Notes:

Service Description: Principal Counselor and Counselor Codes

Reporting Code Description: Psychiatric diagnostic evaluation without medical services

Reporting Units: 90 minutes

Staffing Ratio: 1:1

Clinician Job Weights: 50% Substance Abuse, Behavioral Disorder, and Mental Health Counselors || 50% Clinical, Counseling, and School Psychologists (50th Percentile)

Supervisor Job Weights: 100% Clinical, Counseling, and School Psychologists (75th Percentile)

State of Rhode Island
Executive Office of Health and Human Services
Behavioral Health Fee Schedule Development - 90832UA - Principal Counselor and Counselor Codes

	Clinician	Supervisor	Total	Notes
A	Estimated Average Hours Per Unit:		0.50	Unit type is 30 Minutes, or .5 of an hour
B	Staffing Ratio		1	One staff per one client
C	Hourly Wage	\$ 34.65	\$ 51.34	BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	<u>27.0%</u>	<u>23.5%</u>	Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 44.01	\$ 63.40	$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	2080	8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	80	80	10 days a year for Clinician and 10 days a year for supervisors
H	Paid Holiday Hours per Year	80	80	10 days a year for Clinician and 10 days a year for supervisors
I	Paid Sick Hours per Year	80	80	10 days a year for Clinician and 10 days a year for supervisors
J	<u>Training Time Hours per Year</u>	69	80	8.625 days a year for Clinician and 10 days a year for supervisors
K	Total Non-productive Employee Time	309	320	$K = G + H + I + J$
L	<u>Non-productive Time Inflation Factor</u>	<u>17.4%</u>	<u>18.2%</u>	$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 51.69	\$ 74.93	$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	30.00		30 minutes
O	Average Minutes of Travel Time Per Encounter	-		0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	7.50		For notes and medical records
Q	<u>Indirect Time Factor</u>	<u>125%</u>		$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 64.62		$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 64.62		$S = R / B$
T	<u>Supervisor Span of Control</u>		<u>10.00</u>	10 employees assumed to be managed by 1 supervisor
U	Portion of Supervisory Wage Applicable to Service		\$ 7.49	$U = M / T / B$
V	Administration / Program Support / Overhead		20.0%	Based on assumptions, other states' rate model
W	Hourly Rate		\$ 90.14	$W = (S + U) / (1 - V)$
X	30 Minutes Rate		\$ 45.07	$X = W * A$
Y	Current Rate		\$ 49.00	Rate Currently being used by state

Notes:

Service Description: Principal Counselor and Counselor Codes

Reporting Code Description: Psychiatric diagnostic evaluation without medical services

Reporting Units: 30 minutes

Staffing Ratio: 1:1

Clinician Job Weights: 50% Substance Abuse, Behavioral Disorder, and Mental Health Counselors || 50% Clinical, Counseling, and School Psychologists (50th Percentile)

Supervisor Job Weights: 100% Clinical, Counseling, and School Psychologists (75th Percentile)

State of Rhode Island
Executive Office of Health and Human Services
Behavioral Health Fee Schedule Development - 90834UA - Principal Counselor and Counselor Codes

		Clinician	Supervisor	Total	Notes
A	Estimated Average Hours Per Unit:			0.75	Unit type is 45 Minutes, or .75 of an hour
B	Staffing Ratio			1	One staff per one client
C	Hourly Wage	\$ 34.65	\$ 51.34		BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	<u>27.0%</u>	<u>23.5%</u>		Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 44.01	\$ 63.40		$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	2080		8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
H	Paid Holiday Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
I	Paid Sick Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
J	<u>Training Time Hours per Year</u>	69	80		8.625 days a year for Clinician and 10 days a year for supervisors
K	Total Non-productive Employee Time	309	320		$K = G + H + I + J$
L	<u>Non-productive Time Inflation Factor</u>	<u>17.4%</u>	<u>18.2%</u>		$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 51.69	\$ 74.93		$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	45.00			45 minutes
O	Average Minutes of Travel Time Per Encounter	-			0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	11.25			For notes and medical records
Q	<u>Indirect Time Factor</u>	<u>125%</u>			$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 64.62			$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 64.62			$S = R / B$
T	<u>Supervisor Span of Control</u>		<u>10.00</u>		10 employees assumed to be managed by 1 supervisor
U	Portion of Supervisory Wage Applicable to Service		\$ 7.49		$U = M / T / B$
V	Administration / Program Support / Overhead			20.0%	Based on assumptions, other states' rate model
W	Hourly Rate			\$ 90.14	$W = (S + U) / (1 - V)$
X	45 Minutes Rate			\$ 67.60	$X = W * A$
Y	Current Rate			\$ 67.20	Rate Currently being used by state

Notes:

Service Description: Principal Counselor and Counselor Codes

Reporting Code Description: Psychiatric diagnostic evaluation without medical services

Reporting Units: 45 minutes

Staffing Ratio: 1:1

Clinician Job Weights: 50% Substance Abuse, Behavioral Disorder, and Mental Health Counselors || 50% Clinical, Counseling, and School Psychologists (50th Percentile)

Supervisor Job Weights: 100% Clinical, Counseling, and School Psychologists (75th Percentile)

State of Rhode Island
Executive Office of Health and Human Services
Behavioral Health Fee Schedule Development - 90837UA - Principal Counselor and Counselor Codes

		Clinician	Supervisor	Total	Notes
A	Estimated Average Hours Per Unit:			1.00	Unit type is 60 Minutes, or 1 hour
B	Staffing Ratio			1	One staff per one client
C	Hourly Wage	\$ 34.65	\$ 51.34		BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	<u>27.0%</u>	<u>23.5%</u>		Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 44.01	\$ 63.40		$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	2080		8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
H	Paid Holiday Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
I	Paid Sick Hours per Year	80	80		10 days a year for Clinician and 10 days a year for supervisors
J	<u>Training Time Hours per Year</u>	69	80		8.625 days a year for Clinician and 10 days a year for supervisors
K	Total Non-productive Employee Time	309	320		$K = G + H + I + J$
L	<u>Non-productive Time Inflation Factor</u>	<u>17.4%</u>	<u>18.2%</u>		$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 51.69	\$ 74.93		$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	60.00			60 minutes
O	Average Minutes of Travel Time Per Encounter	-			0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	15.00			For notes and medical records
Q	<u>Indirect Time Factor</u>	<u>125%</u>			$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 64.62			$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 64.62			$S = R / B$
T	<u>Supervisor Span of Control</u>		<u>10.00</u>		10 employees assumed to be managed by 1 supervisor
U	Portion of Supervisory Wage Applicable to Service		\$ 7.49		$U = M / T / B$
V	Administration / Program Support / Overhead			20.0%	Based on assumptions, other states' rate model
W	Hourly Rate			\$ 90.14	$W = (S + U) / (1 - V)$
X	60 Minutes Rate			\$ 90.14	$X = W * A$
Y	Current Rate			\$ 70.00	Rate Currently being used by state

Notes:

Service Description: Principal Counselor and Counselor Codes

Reporting Code Description: Psychiatric diagnostic evaluation without medical services

Reporting Units: 60 minutes

Staffing Ratio: 1:1

Clinician Job Weights: 50% Substance Abuse, Behavioral Disorder, and Mental Health Counselors || 50% Clinical, Counseling, and School Psychologists (50th Percentile)

Supervisor Job Weights: 100% Clinical, Counseling, and School Psychologists (75th Percentile)

State of Rhode Island				
Executive Office of Health and Human Services				
Behavioral Health Fee Schedule Development - H0001UD - SUD				
	Therapists (LMHC/LCDP)	Supervisor	Total	Notes
A	Estimated Average Hours Per Unit:		1.25	Unit type is an encounter, assumed 75 minutes per unit (1.25 hours)
B	Staffing Ratio		1	One staff per one client
C	Hourly Wage	\$ 25.26	\$ 44.03	BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	31.1%	24.7%	Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 33.11	\$ 54.92	$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	2080	8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	80	80	10 days a year for Clinician and 10 days a year for supervisors
H	Paid Holiday Hours per Year		80	10 days a year for supervisors
I	Paid Sick Hours per Year	80	80	10 days a year for Clinician and 10 days a year for supervisors
J	<u>Training Time Hours per Year</u>	58	80	7.25 days a year for Clinician and 10 days a year for supervisors
K	Total Non-productive Employee Time	218	320	$K = G + H + I + J$
L	<u>Non-productive Time Inflation Factor</u>	11.7%	18.2%	$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 36.99	\$ 64.90	$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	75.00		75 minutes
O	Average Minutes of Travel Time Per Encounter	-		0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	37.50		For notes and medical records
Q	<u>Indirect Time Factor</u>	150%		$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 55.49		$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 55.49		$S = R / B$
T	<u>Supervisor Span of Control</u>		10.00	10 employees assumed to be managed by 1 supervisor
U	Portion of Supervisory Wage Applicable to Service		\$ 6.49	$U = M / T / B$
V	Administration / Program Support / Overhead		20.0%	Based on assumptions, other states' rate model
W	Hourly Rate		\$ 77.47	$W = (S + U) / (1 - V)$
X	Encounter Rate		\$ 96.84	$X = W * A$
Y	Current Rate		\$ 97.00	Rate Currently being used by state

Notes:

Service Description: SUD

Reporting Code Description: ALCOHOL AND/OR DRUG ASSESSMENT 60-90 MINUTES

Reporting Units: 60-90 minutes

Staffing Ratio: 1:1

Therapists (LMHC/LCDP) Job Weights: 100% Substance Abuse, Behavioral Disorder, and Mental Health Counselors (50th Percentile)

Supervisor Job Weights: 100% Clinical, Counseling, and School Psychologists (50th Percentile)

State of Rhode Island				
Executive Office of Health and Human Services				
Behavioral Health Fee Schedule Development - H0004UD - SUD				
	Therapists (LMHC/LCDP)	Supervisor	Total	Notes
A	Estimated Average Hours Per Unit:		0.25	Unit type is 15 Minutes, or .25 of an hour
B	Staffing Ratio		1	One staff per one client
C	Hourly Wage	\$ 25.26	\$ 44.03	BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	31.1%	24.7%	Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 33.11	\$ 54.92	E = C * (1 + D)
F	Annual Hours Paid On	2,080	2080	8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	80	80	10 days a year for Clinician and 10 days a year for supervisors
H	Paid Holiday Hours per Year		80	10 days a year for supervisors
I	Paid Sick Hours per Year	80	80	10 days a year for Clinician and 10 days a year for supervisors
J	<u>Training Time Hours per Year</u>	58	80	7.25 days a year for Clinician and 10 days a year for supervisors
K	Total Non-productive Employee Time	218	320	K = G + H + I + J
L	<u>Non-productive Time Inflation Factor</u>	11.7%	18.2%	L = F / (F - K) - 1
M	Adjusted Wage Rate	\$ 36.99	\$ 64.90	M = E * (1 + L)
N	Average Minutes of Direct Time Per Encounter	112.18		112.18 minutes
O	Average Minutes of Travel Time Per Encounter	-		0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	28.04		For notes and medical records
Q	<u>Indirect Time Factor</u>	125%		Q = (N + O + P) / N
R	Adjusted Direct Care Wage for Indirect Time	\$ 46.24		R = M * Q
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 46.24		S = R / B
T	<u>Supervisor Span of Control</u>		10.00	10 employees assumed to be managed by 1 supervisor
U	Portion of Supervisory Wage Applicable to Service		\$ 6.49	U = M / T / B
V	Administration / Program Support / Overhead		20.0%	Based on assumptions, other states' rate model
W	Hourly Rate		\$ 65.91	W = (S + U) / (1 - V)
X	15 Minutes Rate		\$ 16.48	X = W * A
Y	Current Rate		\$ 17.94	Rate Currently being used by state

Notes:
Service Description: SUD
Reporting Code Description: BEHAVIORAL HEALTH COUNSELING AND THERAPY, PER 15 MINUTES
Reporting Units: 15 minutes
Staffing Ratio: 1:1
Therapists (LMHC/LCDP) Job Weights: 100% Substance Abuse, Behavioral Disorder, and Mental Health Counselors (50th Percentile)
Supervisor Job Weights: 100% Clinical, Counseling, and School Psychologists (50th Percentile)

State of Rhode Island				
Executive Office of Health and Human Services				
Behavioral Health Fee Schedule Development - H0005UD - SUD				
	Therapists (LMHC/LCDP)	Supervisor	Total	Notes
A	Estimated Average Hours Per Unit:		0.75	Unit type is 45 Minutes, or .75 of an hour
B	Staffing Ratio		4	Four staff per one client
C	Hourly Wage	\$ 25.26	\$ 44.03	BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	31.1%	24.7%	Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 33.11	\$ 54.92	$E = C * (1 + D)$
F	Annual Hours Paid On	2,080	2080	8 hours a day, 5 days a week, 52 weeks a year
G	Vacation Hours per Year	80	80	10 days a year for Clinician and 10 days a year for supervisors
H	Paid Holiday Hours per Year		80	10 days a year for supervisors
I	Paid Sick Hours per Year	80	80	10 days a year for Clinician and 10 days a year for supervisors
J	Training Time Hours per Year	58	80	7.25 days a year for Clinician and 10 days a year for supervisors
K	Total Non-productive Employee Time	218	320	$K = G + H + I + J$
L	Non-productive Time Inflation Factor	11.7%	18.2%	$L = F / (F - K) - 1$
M	Adjusted Wage Rate	\$ 36.99	\$ 64.90	$M = E * (1 + L)$
N	Average Minutes of Direct Time Per Encounter	45.00		45 minutes
O	Average Minutes of Travel Time Per Encounter	-		0 minutes
P	Average Minutes of Non-Travel Indirect Time Per Encounter	11.25		For notes and medical records
Q	Indirect Time Factor	125%		$Q = (N + O + P) / N$
R	Adjusted Direct Care Wage for Indirect Time	\$ 46.24		$R = M * Q$
S	Direct Care Wage Adjusted for Staffing Ratio	\$ 11.56		$S = R / B$
T	Supervisor Span of Control		10.00	10 employees assumed to be managed by 1 supervisor
U	Portion of Supervisory Wage Applicable to Service		\$ 1.62	$U = M / T / B$
V	Administration / Program Support / Overhead		20.0%	Based on assumptions, other states' rate model
W	Hourly Rate		\$ 16.48	$W = (S + U) / (1 - V)$
X	Encounter Rate		\$ 12.36	$X = W * A$
Y	Current Rate		\$ 32.30	Rate Currently being used by state

Notes:

Service Description: SUD

Reporting Code Description: ALCOHOL AND/OR DRUG SERVICES; GROUP COUNSELING BY A CLINICIAN, PER 40-50 MINUTE GROUP

Reporting Units: 40-50 minutes

Staffing Ratio: 1:2 or more

Therapists (LMHC/LCDP) Job Weights: 100% Substance Abuse, Behavioral Disorder, and Mental Health Counselors (50th Percentile)

Supervisor Job Weights: 100% Clinical, Counseling, and School Psychologists (50th Percentile)

State of Rhode Island Executive Office of Health and Human Services Behavioral Health Fee Schedule Development - SUD Per Diem 3.1 - SUD										
	Resident Assistant	RA Third Shift/Weekend	Case Manager	UR Specialist	Registered Nurse	Therapists (LMHC/LCDP)	On-Call Physician	Program Manager	Total	Notes
A	First Shift Workers	2.00		0.50	0.33	0.25	1.00	0.05	0.50	
B	Second Shift Workers	2.00		-	-	-	-	-	-	
C	Third Shift Workers		1.00	-	-	-	-	-	-	
D	Weekend First Shift Workers		2.00	-	-	-	-	-	-	
E	Weekend Second Shift Workers		2.00	-	-	-	-	-	-	
F	Weekend Third Shift Workers		1.00	-	-	-	-	-	-	
G	Total Weekly Hours	160.00	120.00	20.00	13.33	10.00	40.00	2.00	20.00	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Clients Served								16.00	The assumed number of clients in the home
I	Weekend/Evening/NightTime Wage Adjustment		\$ 3.00							Based on discussions with state and providers
J	Hourly Wage	\$ 16.23	\$ 19.23	\$ 18.74	\$ 23.67	\$ 39.59	\$ 25.26	\$ 100.93	\$ 32.67	BLS data 2018 trended to SFY 2021
K	Employee Related Expense (ERE)	<u>39.4%</u>	<u>35.8%</u>	<u>36.3%</u>	<u>32.1%</u>	<u>25.7%</u>	<u>31.1%</u>	<u>17.4%</u>	<u>27.7%</u>	Based on Separate ERE Expense Build
L	Wage with ERE, adjusted for inflation	\$ 22.62	\$ 26.10	\$ 25.54	\$ 31.27	\$ 49.75	\$ 33.11	\$ 118.47	\$ 41.72	$L = J * (1 + K)$
M	Annual Hours Paid On	2,080	2,080	2,080	2,080	2,080	2,080	2,080	2,080	8 hours a day, 5 days a week, 52 weeks a year
N	Vacation Hours per Year	80	80	80	80	80	80	80	80	10 Days Per Year
O	Paid Holiday Hours per Year			80	80	80	80	80	80	10 Days Per Year
P	Paid Sick Hours per Year	80	80	80	80	80	80	80	80	10 Days Per Year
Q	Training Time Hours per Year	48	48	48	48	52	58	80	58	Various Days Per Year
R	Total Non-productive Employee Time	208	208	288	288	292	298	320	298	$R = N + O + P + Q$
S	Non-productive Time Inflation Factor	11.1%	11.1%	16.1%	16.1%	16.3%	16.7%	18.2%	16.7%	$S = M / (M - R) - 1$
T	Adjusted Wage Rate	\$ 25.13	\$ 29.00	\$ 29.64	\$ 36.29	\$ 57.88	\$ 38.65	\$ 140.00	\$ 48.70	$T = L * (1 + S)$
U	Weekly Staff Costs	\$ 4,021	\$ 3,481	\$ 593	\$ 484	\$ 579	\$ 1,546	\$ 280	\$ 974	$U = T * G$
V	Daily Staff Costs Per Client	\$ 35.90	\$ 31.08	\$ 5.29	\$ 4.32	\$ 5.17	\$ 13.80	\$ 2.50	\$ 8.70	$V = U / 7 / H$
W	Resident Assistant Holidays Worked	10.00	10.00							10 holidays per year
X	Percent of non-holiday hours paid at time and a half	12.0%	12.0%							Vacation, training, workers comp fill-in time
Y	Percent of total hours paid at time and a half	<u>14.7%</u>	<u>14.7%</u>							$Y = (365.25 * X + W) / 365.25$
Z	Direct Care Wage Adjusted for Overtime and Holidays	\$ 38.55	\$ 33.37							$Z = V * (1 - Y) + V * 1.5 * Y$
AA	Total Wages								\$ 111.70	$AA = V + Z$
AB	Van Costs								\$ 1.75	Based on Van Build-Up Estimates
AC	Caseload Efficiency								95%	Based on assumptions
AD	Administration / Program Support / Overhead								20.0%	Based on assumptions, other states' rate model
AE	Per Diem Rate								\$ 149.27	$AE = [(AA + AB) / AC] / (1 - AD)$
AF	Current Rate								NA	Rate Currently being used by state

Notes:

Service Description: SUD
 Reporting Code Description: Alcohol and Substance Abuse Assessment, Therapy and Group Counseling
 Reporting Units: Per Diem
 Staffing Ratio: 1:Many
 Resident Assistant Job Weights: 50% Personal Care Aides || 50% Healthcare Support Workers, All Other (50th Percentile)
 Registered Nurse Job Weights: 100% Registered Nurses (50th Percentile)
 Case Manager Job Weights: 100% Healthcare Support Workers, All Other (50th Percentile)
 Therapists (LMHC/LCDP) Job Weights: 100% Substance Abuse, Behavioral Disorder, and Mental Health Counselors (50th Percentile)
 On-Call Physician Job Weights: 100% Physicians and Surgeons, All Other (50th Percentile)
 Program Manager Job Weights: 100% Substance Abuse, Behavioral Disorder, and Mental Health Counselors (75th Percentile)

State of Rhode Island Executive Office of Health and Human Services Behavioral Health Fee Schedule Development - SUD Per Diem 3.5 - SUD										
	Resident Assistant	RA Third Shift/Weekend	Case Manager	UR Specialist	Registered Nurse	Therapists (LMHC/LCDP)	On-Call Physician	Program Manager	Total	Notes
A	First Shift Workers	2.00		0.50	0.33	0.75	3.00	0.10	0.50	
B	Second Shift Workers	2.00		-	-	-	-	-	-	
C	Third Shift Workers		1.00	-	-	-	-	-	-	
D	Weekend First Shift Workers		2.00	-	-	-	3.00	-	-	
E	Weekend Second Shift Workers		2.00	-	-	-	-	-	-	
F	Weekend Third Shift Workers		1.00	-	-	-	-	-	-	
G	Total Weekly Hours	160.00	120.00	20.00	13.33	30.00	168.00	4.00	20.00	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Clients Served								16.00	The assumed number of clients in the home
I	Weekend/Evening/NightTime Wage Adjustment		\$ 3.00							Based on discussions with state and providers
J	Hourly Wage	\$ 16.23	\$ 19.23	\$ 18.74	\$ 23.67	\$ 39.59	\$ 25.26	\$ 100.93	\$ 32.67	BLS data 2018 trended to SFY 2021
K	Employee Related Expense (ERE)	<u>39.4%</u>	<u>35.8%</u>	<u>36.3%</u>	<u>32.1%</u>	<u>25.7%</u>	<u>31.1%</u>	<u>17.4%</u>	<u>27.7%</u>	Based on Separate ERE Expense Build
L	Wage with ERE, adjusted for inflation	\$ 22.62	\$ 26.10	\$ 25.54	\$ 31.27	\$ 49.75	\$ 33.11	\$ 118.47	\$ 41.72	$L = J * (1 + K)$
M	Annual Hours Paid On	2,080	2,080	2,080	2,080	2,080	2,080	2,080	2,080	8 hours a day, 5 days a week, 52 weeks a year
N	Vacation Hours per Year	80	80	80	80	80	80	80	80	10 Days Per Year
O	Paid Holiday Hours per Year			80	80	80	80	80	80	10 Days Per Year
P	Paid Sick Hours per Year	80	80	80	80	80	80	80	80	10 Days Per Year
Q	Training Time Hours per Year	48	48	48	48	52	58	80	58	Various Days Per Year
R	Total Non-productive Employee Time	208	208	288	288	292	298	320	298	$R = N + O + P + Q$
S	Non-productive Time Inflation Factor	11.1%	11.1%	16.1%	16.1%	16.3%	16.7%	18.2%	16.7%	$S = M / (M - R) - 1$
T	Adjusted Wage Rate	\$ 25.13	\$ 29.00	\$ 29.64	\$ 36.29	\$ 57.88	\$ 38.65	\$ 140.00	\$ 48.70	$T = L * (1 + S)$
U	Weekly Staff Costs	\$ 4,021	\$ 3,481	\$ 593	\$ 484	\$ 1,736	\$ 6,493	\$ 560	\$ 974	$U = T * G$
V	Daily Staff Costs Per Client	\$ 35.90	\$ 31.08	\$ 5.29	\$ 4.32	\$ 15.50	\$ 57.98	\$ 5.00	\$ 8.70	$V = U / 7 / H$
W	Resident Assistant Holidays Worked	10.00	10.00							10 holidays per year
X	Percent of non-holiday hours paid at time and a half	12.0%	12.0%							Vacation, training, workers comp fill-in time
Y	Percent of total hours paid at time and a half	<u>14.7%</u>	<u>14.7%</u>							$Y = (365.25 * X + W) / 365.25$
Z	Direct Care Wage Adjusted for Overtime and Holidays	\$ 38.55	\$ 33.37							$Z = V * (1 - Y) + V * 1.5 * Y$
AA	Total Wages								\$ 168.71	$AA = V + Z$
AB	Van Costs								\$ 1.75	Based on Van Build-Up Estimates
AC	Caseload Efficiency								95%	Based on assumptions
AD	Administration / Program Support / Overhead								20.0%	Based on assumptions, other states' rate model
AE	Per Diem Rate								\$ 224.28	$AE = [(AA + AB) / AC] / (1 - AD)$
AF	Current Rate								NA	Rate Currently being used by state

Notes:

Service Description: SUD
Reporting Code Description: Alcohol and Substance Abuse Assessment, Therapy and Group Counseling
Reporting Units: Per Diem
Staffing Ratio: 1:Many
Resident Assistant Job Weights: 50% Personal Care Aides || 50% Healthcare Support Workers, All Other (50th Percentile)
Registered Nurse Job Weights: 100% Registered Nurses (50th Percentile)
Case Manager Job Weights: 100% Healthcare Support Workers, All Other (50th Percentile)
Therapists (LMHC/LCDP) Job Weights: 100% Substance Abuse, Behavioral Disorder, and Mental Health Counselors (50th Percentile)
On-Call Physician Job Weights: 100% Physicians and Surgeons, All Other (50th Percentile)
Program Manager Job Weights: 100% Substance Abuse, Behavioral Disorder, and Mental Health Counselors (75th Percentile)

State of Rhode Island						
Executive Office of Health and Human Services						
Behavioral Health Fee Schedule Development - H0019U3 - MHPRR - Apartment						
		DCW	DCW Third Shift/Weekend	Supervisor	Director	Notes
A	First Shift Workers	2.00		1.00	0.33	1 Supervisor per 1 homes, 1 Director per 3 homes
B	Second Shift Workers	1.00		-	-	
C	Third Shift Workers		1.00	-	-	
D	Weekend First Shift Workers		2.00	-	-	
E	Weekend Second Shift Workers		1.00	-	-	
F	<u>Weekend Third Shift Workers</u>		1.00	-	-	
G	Total Weekly Hours	120.00	104.00	40.00	13.33	$G = (((A + B + C) * 5) + [(D + E + F) * 2]) * 8$
H	Clients Served				16.00	The assumed number of clients in the home
I	Weekend/Evening/NightTime Wage Adjustment		\$ 3.00			Based on discussions with state and providers
J	Hourly Wage	\$ 19.45	\$ 22.45	\$ 23.65	\$ 44.03	BLS data 2018 trended to SFY 2021
K	Employee Related Expense (ERE)	<u>35.6%</u>	<u>33.0%</u>	<u>32.1%</u>	<u>24.7%</u>	Based on Separate ERE Expense Build
L	Wage with ERE, adjusted for inflation	\$ 26.36	\$ 29.85	\$ 31.24	\$ 54.92	$L = J * (1 + K)$
M	Annual Hours Paid On	2,080	2,080	2,080	2,080	8 hours a day, 5 days a week, 52 weeks a year
N	Vacation Hours per Year	80	80	80	80	10 Days Per Year
O	Paid Holiday Hours per Year			80	80	10 Days Per Year
P	Paid Sick Hours per Year	80	80	80	80	10 Days Per Year
Q	<u>Training Time Hours per Year</u>	<u>48</u>	<u>48</u>	<u>57</u>	<u>80</u>	Various Days Per Year
R	Total Non-productive Employee Time	208	208	297	320	$R = N + O + P + Q$
S	Non-productive Time Inflation Factor	11.1%	11.1%	16.6%	18.2%	$S = M / (M - R) - 1$
T	Adjusted Wage Rate	\$ 29.29	\$ 33.17	\$ 36.44	\$ 64.90	$T = L * (1 + S)$
U	Weekly Staff Costs	\$ 3,515	\$ 3,449	\$ 1,457	\$ 865	$U = G * T$
V	Daily Staff Costs Per Client	\$ 31.39	\$ 30.80	\$ 13.01	\$ 7.73	$V = U / 7 / H$
W	DCW Holidays Worked	10.00	10.00			10 holidays per year
X	Percent of non-holiday hours paid at time and a half	12.0%	12.0%			Vacation, training, workers comp fill-in time
Y	<u>Percent of total hours paid at time and a half</u>	<u>14.7%</u>	<u>14.7%</u>			$Y = (365.25 * X + W) / 365.25$
Z	Direct Care Wage Adjusted for Overtime and Holidays	\$ 33.70	\$ 33.07			$Z = V * (1 - Y) + V * 1.5 * Y$
AA	Van Costs (Per Member Per Day)				\$ 1.75	Based on Van Build-Up Estimates
AB	Members Leaving Program Per Year				5.00	Based on assumptions
AC	Days to Replace Members				5.00	Based on assumptions
AD	Days Per Year Finding Replacement Member				25.00	$AD = AB * AC$
AE	Percent of months with inpatient stay				5.00%	Based on assumptions
AF	Average length of inpatient stay				7.00	Based on assumptions
AG	Days per Year Spent in Inpatient Hospital per 16 beds				67.62	$AG = AE * AF * H * 365.25 / 30.25$
AH	Caseload Efficiency				98%	$AH = 1 - (AD + AG) / (365.25 * H)$
AI	Administration / Program Support / Overhead				20.0%	Based on assumptions, other states' rate model
AJ	Per Diem Rate				\$ 113.36	$AJ = (V + AA + Z) / AH / (1 - AI)$
AK	Current Rate				\$ 125.00	Rate Currently being used by state

Notes:

Service Description: MHPRR - Apartment
 Reporting Code Description: Behavioral health; long term residential (nonmedical, nonacute care in a residential treatment program where stay is typically longer than 30 days), without room and board, per diem
 Reporting Units: Per Diem
 Staffing Ratio: 1:8
 DCW Job Weights: 100% Psychiatric Aides (50th Percentile)
 Supervisor Job Weights: 50% Substance Abuse, Behavioral Disorder, and Mental Health Counselors || 50% Mental Health and Substance Abuse Social Workers (50th Percentile)
 Director Job Weights: 100% Clinical, Counseling, and School Psychologists (50th Percentile)

State of Rhode Island						
Executive Office of Health and Human Services						
Behavioral Health Fee Schedule Development - H0019U4 Base - MHPRR - Group Home						
		DCW	DCW Third Shift/Weekend	Supervisor	Director	Notes
A	First Shift Workers	2.00		1.00	0.33	1 Supervisor per 1 homes, 1 Director per 3 homes
B	Second Shift Workers	2.00		-	-	
C	Third Shift Workers		1.00	-	-	
D	Weekend First Shift Workers		2.00	-	-	
E	Weekend Second Shift Workers		2.00	-	-	
F	<u>Weekend Third Shift Workers</u>		1.00	-	-	
G	Total Weekly Hours	160.00	120.00	40.00	13.33	$G = (((A + B + C) * 5) + [(D + E + F) * 2]) * 8$
H	Clients Served				16.00	The assumed number of clients in the home
I	Weekend/Evening/NightTime Wage Adjustment		\$ 3.00			Based on discussions with state and providers
J	Hourly Wage	\$ 19.45	\$ 22.45	\$ 23.65	\$ 44.03	BLS data 2018 trended to SFY 2021
K	Employee Related Expense (ERE)	<u>35.6%</u>	<u>33.0%</u>	<u>32.1%</u>	<u>24.7%</u>	Based on Separate ERE Expense Build
L	Wage with ERE, adjusted for inflation	\$ 26.36	\$ 29.85	\$ 31.24	\$ 54.92	$L = J * (1 + K)$
M	Annual Hours Paid On	2,080	2,080	2,080	2,080	8 hours a day, 5 days a week, 52 weeks a year
N	Vacation Hours per Year	80	80	80	80	10 Days Per Year
O	Paid Holiday Hours per Year			80	80	10 Days Per Year
P	Paid Sick Hours per Year	80	80	80	80	10 Days Per Year
Q	<u>Training Time Hours per Year</u>	<u>48</u>	<u>48</u>	<u>57</u>	<u>80</u>	Various Days Per Year
R	Total Non-productive Employee Time	208	208	297	320	$R = N + O + P + Q$
S	Non-productive Time Inflation Factor	11.1%	11.1%	16.6%	18.2%	$S = M / (M - R) - 1$
T	Adjusted Wage Rate	\$ 29.29	\$ 33.17	\$ 36.44	\$ 64.90	$T = L * (1 + S)$
U	Weekly Staff Costs	\$ 4,687	\$ 3,980	\$ 1,457	\$ 865	$U = G * T$
V	Daily Staff Costs Per Client	\$ 41.85	\$ 35.53	\$ 13.01	\$ 7.73	$V = U / 7 / H$
W	DCW Holidays Worked	10.00	10.00			10 holidays per year
X	Percent of non-holiday hours paid at time and a half	15.0%	15.0%			Vacation, training, workers comp fill-in time
Y	<u>Percent of total hours paid at time and a half</u>	<u>17.7%</u>	<u>17.7%</u>			$Y = (365.25 * X + W) / 365.25$
Z	Direct Care Wage Adjusted for Overtime and Holidays	\$ 45.56	\$ 38.69			$Z = V * (1 - Y) + V * 1.5 * Y$
AA	Van Costs (Per Member Per Day)				\$ 1.75	Based on Van Build-Up Estimates
AB	Members Leaving Program Per Year				2.00	Based on assumptions
AC	Days to Replace Members				30.00	Based on assumptions
AD	Days Per Year Finding Replacement Member				60.00	$AD = AB * AC$
AE	Percent of months with inpatient stay				10.00%	Based on assumptions
AF	Average length of inpatient stay				7.00	Based on assumptions
AG	Days per Year Spent in Inpatient Hospital per 16 beds				135.23	$AG = AE * AF * H * 365.25 / 30.25$
AH	Caseload Efficiency				97%	$AH = 1 - (AD + AG) / (365.25 * H)$
AI	Administration / Program Support / Overhead				20.0%	Based on assumptions, other states' rate model
AJ	Per Diem Rate				\$ 138.02	$AJ = (V + AA + Z) / AH / (1 - AI)$
AK	Current Rate				\$ 125.00	Rate Currently being used by state

Notes:

Service Description: MHPRR - Group Home
 Reporting Code Description: Behavioral health; long term residential (nonmedical, nonacute care in a residential treatment program where stay is typically longer than 30 days), without room and board, per diem
 Reporting Units: Per Diem
 Staffing Ratio: 1:8
 DCW Job Weights: 100% Psychiatric Aides (50th Percentile)
 Supervisor Job Weights: 50% Substance Abuse, Behavioral Disorder, and Mental Health Counselors || 50% Mental Health and Substance Abuse Social Workers (50th Percentile)
 Director Job Weights: 100% Clinical, Counseling, and School Psychologists (50th Percentile)

State of Rhode Island						
Executive Office of Health and Human Services						
Behavioral Health Fee Schedule Development - H0019U4 Moderate - MHPRR - Group Home						
		DCW	DCW Third Shift/Weekend	Supervisor	Director	Notes
A	First Shift Workers	3.00		1.00	0.33	1 Supervisor per 1 homes, 1 Director per 3 homes
B	Second Shift Workers	2.00		-	-	
C	Third Shift Workers		1.00	-	-	
D	Weekend First Shift Workers		3.00	-	-	
E	Weekend Second Shift Workers		2.00	-	-	
F	<u>Weekend Third Shift Workers</u>		1.00	-	-	
G	Total Weekly Hours	200.00	136.00	40.00	13.33	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Clients Served				16.00	The assumed number of clients in the home
I	Weekend/Evening/NightTime Wage Adjustment		\$ 3.00			Based on discussions with state and providers
J	Hourly Wage	\$ 19.45	\$ 22.45	\$ 23.65	\$ 44.03	BLS data 2018 trended to SFY 2021
K	Employee Related Expense (ERE)	<u>35.6%</u>	<u>33.0%</u>	<u>32.1%</u>	<u>24.7%</u>	Based on Separate ERE Expense Build
L	Wage with ERE, adjusted for inflation	\$ 26.36	\$ 29.85	\$ 31.24	\$ 54.92	$L = J * (1 + K)$
M	Annual Hours Paid On	2,080	2,080	2,080	2,080	8 hours a day, 5 days a week, 52 weeks a year
N	Vacation Hours per Year	80	80	80	80	10 Days Per Year
O	Paid Holiday Hours per Year			80	80	10 Days Per Year
P	Paid Sick Hours per Year	80	80	80	80	10 Days Per Year
Q	<u>Training Time Hours per Year</u>	<u>48</u>	<u>48</u>	<u>57</u>	<u>80</u>	Various Days Per Year
R	Total Non-productive Employee Time	208	208	297	320	$R = N + O + P + Q$
S	Non-productive Time Inflation Factor	11.1%	11.1%	16.6%	18.2%	$S = M / (M - R) - 1$
T	Adjusted Wage Rate	\$ 29.29	\$ 33.17	\$ 36.44	\$ 64.90	$T = L * (1 + S)$
U	Weekly Staff Costs	\$ 5,859	\$ 4,510	\$ 1,457	\$ 865	$U = G * T$
V	Daily Staff Costs Per Client	\$ 52.31	\$ 40.27	\$ 13.01	\$ 7.73	$V = U / 7 / H$
W	DCW Holidays Worked	10.00	10.00			10 holidays per year
X	Percent of non-holiday hours paid at time and a half	15.0%	15.0%			Vacation, training, workers comp fill-in time
Y	<u>Percent of total hours paid at time and a half</u>	<u>17.7%</u>	<u>17.7%</u>			$Y = (365.25 * X + W) / 365.25$
Z	Direct Care Wage Adjusted for Overtime and Holidays	\$ 56.95	\$ 43.84			$Z = V * (1 - Y) + V * 1.5 * Y$
AA	Van Costs (Per Member Per Day)				\$ 1.75	Based on Van Build-Up Estimates
AB	Members Leaving Program Per Year				2.00	Based on assumptions
AC	Days to Replace Members				30.00	Based on assumptions
AD	Days Per Year Finding Replacement Member				60.00	$AD = AB * AC$
AE	Percent of months with inpatient stay				10.00%	Based on assumptions
AF	Average length of inpatient stay				7.00	Based on assumptions
AG	Days per Year Spent in Inpatient Hospital per 16 beds				135.23	$AG = AE * AF * H * 365.25 / 30.25$
AH	Caseload Efficiency				97%	$AH = 1 - (AD + AG) / (365.25 * H)$
AI	Administration / Program Support / Overhead				20.0%	Based on assumptions, other states' rate model
AJ	Per Diem Rate				\$ 159.42	$AJ = (V + AA + Z) / AH / (1 - AI)$
AK	Current Rate				\$ 125.00	Rate Currently being used by state

Notes:

Service Description: MHPRR - Group Home

Reporting Code Description: Behavioral health; long term residential (nonmedical, nonacute care in a residential treatment program where stay is typically longer than 30 days), without room and board, per diem

Reporting Units: Per Diem

Staffing Ratio: 1:8

DCW Job Weights: 100% Psychiatric Aides (50th Percentile)

Supervisor Job Weights: 50% Substance Abuse, Behavioral Disorder, and Mental Health Counselors || 50% Mental Health and Substance Abuse Social Workers (50th Percentile)

Director Job Weights: 100% Clinical, Counseling, and School Psychologists (50th Percentile)

State of Rhode Island Executive Office of Health and Human Services Behavioral Health Fee Schedule Development - H0019U4 Severe - MHPRR - Group Home						
		DCW	DCW Third Shift/Weekend	Supervisor	Director	Notes
A	First Shift Workers	3.00		1.00	0.33	1 Supervisor per 1 homes, 1 Director per 3 homes
B	Second Shift Workers	2.00		-	-	
C	Third Shift Workers		1.00	-	-	
D	Weekend First Shift Workers		3.00	-	-	
E	Weekend Second Shift Workers		2.00	-	-	
F	<u>Weekend Third Shift Workers</u>		1.00	-	-	
G	Total Weekly Hours	200.00	136.00	40.00	13.33	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Clients Served				16.00	The assumed number of clients in the home
I	Weekend/Evening/NightTime Wage Adjustment		\$ 3.00			Based on discussions with state and providers
J	Hourly Wage	\$ 22.90	\$ 25.90	\$ 34.10	\$ 44.03	BLS data 2018 trended to SFY 2021
K	Employee Related Expense (ERE)	<u>32.6%</u>	<u>33.0%</u>	<u>27.2%</u>	<u>24.7%</u>	Based on Separate ERE Expense Build
L	Wage with ERE, adjusted for inflation	\$ 30.37	\$ 34.43	\$ 43.38	\$ 54.92	$L = J * (1 + K)$
M	Annual Hours Paid On	2,080	2,080	2,080	2,080	8 hours a day, 5 days a week, 52 weeks a year
N	Vacation Hours per Year	80	80	80	80	10 Days Per Year
O	Paid Holiday Hours per Year			80	80	10 Days Per Year
P	Paid Sick Hours per Year	80	80	80	80	10 Days Per Year
Q	<u>Training Time Hours per Year</u>	<u>48</u>	<u>48</u>	<u>57</u>	<u>80</u>	Various Days Per Year
R	Total Non-productive Employee Time	208	208	297	320	$R = N + O + P + Q$
S	Non-productive Time Inflation Factor	11.1%	11.1%	16.6%	18.2%	$S = M / (M - R) - 1$
T	Adjusted Wage Rate	\$ 33.74	\$ 38.26	\$ 50.59	\$ 64.90	$T = L * (1 + S)$
U	Weekly Staff Costs	\$ 6,748	\$ 5,203	\$ 2,024	\$ 865	$U = G * T$
V	Daily Staff Costs Per Client	\$ 60.25	\$ 46.45	\$ 18.07	\$ 7.73	$V = U / 7 / H$
W	DCW Holidays Worked	10.00	10.00			10 holidays per year
X	Percent of non-holiday hours paid at time and a half	15.0%	15.0%			Vacation, training, workers comp fill-in time
Y	<u>Percent of total hours paid at time and a half</u>	<u>17.7%</u>	<u>17.7%</u>			$Y = (365.25 * X + W) / 365.25$
Z	Direct Care Wage Adjusted for Overtime and Holidays	\$ 65.60	\$ 50.57			$Z = V * (1 - Y) + V * 1.5 * Y$
AA	Van Costs (Per Member Per Day)				\$ 1.75	Based on Van Build-Up Estimates
AB	Members Leaving Program Per Year				2.00	Based on assumptions
AC	Days to Replace Members				30.00	Based on assumptions
AD	Days Per Year Finding Replacement Member				60.00	$AD = AB * AC$
AE	Percent of months with inpatient stay				10.00%	Based on assumptions
AF	Average length of inpatient stay				7.00	Based on assumptions
AG	Days per Year Spent in Inpatient Hospital per 16 beds				135.23	$AG = AE * AF * H * 365.25 / 30.25$
AH	Caseload Efficiency				97%	$AH = 1 - (AD + AG) / (365.25 * H)$
AI	Administration / Program Support / Overhead				20.0%	Based on assumptions, other states' rate model
AJ	Per Diem Rate				\$ 185.85	$AJ = (V + AA + Z) / AH / (1 - AI)$
AK	Current Rate				\$ 125.00	Rate Currently being used by state

Notes:

Service Description: MHPRR - Group Home

Reporting Code Description: Behavioral health; long term residential (nonmedical, nonacute care in a residential treatment program where stay is typically longer than 30 days), without room and board, per diem

Reporting Units: Per Diem

Staffing Ratio: 1:8

DCW Job Weights: 100% Psychiatric Aides (75th Percentile)

Supervisor Job Weights: 50% Substance Abuse, Behavioral Disorder, and Mental Health Counselors || 50% Mental Health and Substance Abuse Social Workers (75th Percentile)

Director Job Weights: 100% Clinical, Counseling, and School Psychologists (50th Percentile)

State of Rhode Island						
Executive Office of Health and Human Services						
Behavioral Health Fee Schedule Development - H0019U5 - MHPRR - Group Home						
		DCW	DCW Third Shift/Weekend	Supervisor	Director	Notes
A	First Shift Workers	3.00		1.00	0.33	1 Supervisor per 1 homes, 1 Director per 3 homes
B	Second Shift Workers	3.00		-	-	
C	Third Shift Workers		1.00	-	-	
D	Weekend First Shift Workers		3.00	-	-	
E	Weekend Second Shift Workers		3.00	-	-	
F	<u>Weekend Third Shift Workers</u>		1.00	-	-	
G	Total Weekly Hours	240.00	152.00	40.00	13.33	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Clients Served				16.00	The assumed number of clients in the home
I	Weekend/Evening/NightTime Wage Adjustment		\$ 3.00			Based on discussions with state and providers
J	Hourly Wage	\$ 22.90	\$ 25.90	\$ 34.10	\$ 44.03	BLS data 2018 trended to SFY 2021
K	Employee Related Expense (ERE)	<u>32.6%</u>	<u>33.0%</u>	<u>27.2%</u>	<u>24.7%</u>	Based on Separate ERE Expense Build
L	Wage with ERE, adjusted for inflation	\$ 30.37	\$ 34.43	\$ 43.38	\$ 54.92	$L = J * (1 + K)$
M	Annual Hours Paid On	2,080	2,080	2,080	2,080	8 hours a day, 5 days a week, 52 weeks a year
N	Vacation Hours per Year	80	80	80	80	10 Days Per Year
O	Paid Holiday Hours per Year			80	80	10 Days Per Year
P	Paid Sick Hours per Year	80	80	80	80	10 Days Per Year
Q	<u>Training Time Hours per Year</u>	<u>48</u>	<u>48</u>	<u>57</u>	<u>80</u>	Various Days Per Year
R	Total Non-productive Employee Time	208	208	297	320	$R = N + O + P + Q$
S	Non-productive Time Inflation Factor	11.1%	11.1%	16.6%	18.2%	$S = M / (M - R) - 1$
T	Adjusted Wage Rate	\$ 33.74	\$ 38.26	\$ 50.59	\$ 64.90	$T = L * (1 + S)$
U	Weekly Staff Costs	\$ 8,098	\$ 5,815	\$ 2,024	\$ 865	$U = G * T$
V	Daily Staff Costs Per Client	\$ 72.30	\$ 51.92	\$ 18.07	\$ 7.73	$V = U / 7 / H$
W	DCW Holidays Worked	10.00	10.00			10 holidays per year
X	Percent of non-holiday hours paid at time and a half	15.0%	15.0%			Vacation, training, workers comp fill-in time
Y	<u>Percent of total hours paid at time and a half</u>	<u>17.7%</u>	<u>17.7%</u>			$Y = (365.25 * X + W) / 365.25$
Z	Direct Care Wage Adjusted for Overtime and Holidays	\$ 78.72	\$ 56.52			$Z = V * (1 - Y) + V * 1.5 * Y$
AA	Van Costs (Per Member Per Day)				\$ 1.75	Based on Van Build-Up Estimates
AB	Members Leaving Program Per Year				2.00	Based on assumptions
AC	Days to Replace Members				30.00	Based on assumptions
AD	Days Per Year Finding Replacement Member				60.00	$AD = AB * AC$
AE	Percent of months with inpatient stay				10.00%	Based on assumptions
AF	Average length of inpatient stay				7.00	Based on assumptions
AG	Days per Year Spent in Inpatient Hospital per 16 beds				135.23	$AG = AE * AF * H * 365.25 / 30.25$
AH	Caseload Efficiency				97%	$AH = 1 - (AD + AG) / (365.25 * H)$
AI	Administration / Program Support / Overhead				20.0%	Based on assumptions, other states' rate model
AJ	Per Diem Rate				\$ 210.51	$AJ = (V + AA + Z) / AH / (1 - AI)$
AK	Current Rate				\$ 175.00	Rate Currently being used by state

Notes:

Service Description: MHPRR - Group Home
 Reporting Code Description: Behavioral health; long term residential (nonmedical, nonacute care in a residential treatment program where stay is typically longer than 30 days), without room and board, per diem
 Reporting Units: Per Diem
 Staffing Ratio: 1:8
 DCW Job Weights: 100% Psychiatric Aides (75th Percentile)
 Supervisor Job Weights: 50% Substance Abuse, Behavioral Disorder, and Mental Health Counselors || 50% Mental Health and Substance Abuse Social Workers (75th Percentile)
 Director Job Weights: 100% Clinical, Counseling, and School Psychologists (50th Percentile)

State of Rhode Island					
Executive Office of Health and Human Services					
Behavioral Health Fee Schedule Development - H2011U1 - Crisis Evaluation					
		Call-Center	Clinician On-Call	Total	Notes
A	Weekly Stipend		\$ 570.00		\$70 for 16-hour shift during week, \$110 for 24-hour shift on weekend
B	Call Center Cost Per Month	\$ 500.00			Based on assumptions
C	On-Call Cost Per Day	\$ 16.53	\$ 81.43		Weekly On-Call costs converted to Per Day basis
D	Hourly Wage		\$ 48.91		BLS data 2018 trended to SFY 2021
E	<u>On-Call Employee Related Expense</u>		<u>12.0%</u>		Based on Separate ERE Expense Build
F	Wage with ERE, adjusted for inflation		\$ 54.78		$F = D * (1 + E)$
G	Number of Calls Requiring Medicaid Service Per Day		6.00		Based on assumptions
H	Percent of Calls Requiring In-Person Service		50%		Based on assumptions
I	In-Person Services Per Day		3.00		$I = G * H$
J	Services Per Day via Phone		3.00		$J = G - I$
K	Average Duration of In Person Visit (minutes)		150.00		Based on assumptions
L	Average Duration of Call (minutes)		30.00		Based on assumptions
M	Total Direct Units Per Day		36.00		$M = (I * K + J * L) / 15$
N	Total Allowable Billed Units Per Day		12.00		$N = \text{MIN}(I * K, I * 60) / 15$
O	Average Minutes of Direct Time Per Encounter		90.00		90 minutes for Clinician
P	Average Minutes of Travel Time Per Encounter		15.00		30 minutes for Clinician, 50% of the time
Q	Average Minutes of Non-Travel Indirect Time Per Encounter		60.00		For notes and medical records
R	Indirect Time Factor		<u>183%</u>		$R = (O + P + Q) / O$
S	Adjusted Wage for Indirect Time		\$ 100.44		$S = F * R$
T	Total Units as Percentage of Billed Units		300.0%		$T = M / \text{Units Billed} (12)$
U	Variable Staff Cost per Billed Unit		\$ 75.33	\$ 75.33	$U = S * T / 4$
V	Fixed Cost per Billed Unit	\$ 1.38	\$ 6.79	\$ 8.16	$V = C / \text{Units Billed} (12)$
W	Miles Driven Per Service		24.00		Based on assumptions
X	<u>Miles Driven Per Day</u>		<u>72.00</u>		$X = I * W$
Y	Mileage Cost Per Billed Unit		\$ 3.48		$Y = X / \text{Units Billed} (12) * 0.58$
Z	Administration / Program Support / Overhead			20.0%	Based on assumptions, other states' rate model
AA	15 Minutes Rate			\$ 108.71	$AA = (U + V + Y) / (1 - Z)$
AB	Current Rate			\$ 37.50	Rate Currently being used by state

Notes:

Service Description: Crisis Evaluation

Reporting Code Description: Crisis intervention service, per 15 minutes

Reporting Units: 15 Minutes

Staffing Ratio: Team

Clinician On-Call Job Weights: 50% Registered Nurses || 50% Clinical, Counseling, and School Psychologists (75th Percentile)

Under Managed Care Program, "Wait Time" would be reimbursed and included in an indirect time factor

State of Rhode Island
Executive Office of Health and Human Services
Behavioral Health Fee Schedule Development - H0015HF - Intensive OP Program

		Registered				
		Clinician	Nurse	Supervisor	Total	Notes
A	Staffing Ratio	8	8	8		Based on assumptions
B	Group Hours Per Week	8	1	8		Based on assumptions
C	Individual Hours Per Week	1	0	1		Based on assumptions
D	<u>Days Per Week</u>	3	3	3		Based on assumptions
E	Estimated Average Hours Per Unit:	0.67	0.04	0.67		$E = (B / A + C) / D$
F	Hourly Wage	\$ 33.60	\$ 39.59	\$ 41.01		BLS data 2018 trended to SFY 2021
G	Employee Related Expense (ERE)	<u>27.4%</u>	<u>25.4%</u>	<u>25.4%</u>		Based on Separate ERE Expense Build
H	Wage with ERE, adjusted for inflation	\$ 42.80	\$ 49.62	\$ 51.41		$H = F * (1 + G)$
I	Annual Hours Paid On	2,080	2,080	2,080		8 hours a day, 5 days a week, 52 weeks a year
J	Vacation Hours per Year	80	80	80		10 days per year
K	Paid Holiday Hours per Year	80	80	80		10 days per year
L	Paid Sick Hours per Year	80	80	80		10 days per year
M	<u>Training Time Hours per Year</u>	67	52	54		Various days per year
N	Total Non-productive Employee Time	307	292	294		$N = J + K + L + M$
O	Non-productive Time Inflation Factor	17.3%	16.3%	16.4%		$O = I / (I - N) - 1$
P	Adjusted Wage Rate	\$ 50.20	\$ 57.73	\$ 59.85		$P = H * (1 + O)$
Q	Average Minutes of Direct Time Per Encounter	40.00	40.00			40 minutes
R	Average Minutes of Travel Time Per Encounter	-	-			0 minutes
S	Average Minutes of Non-Travel Indirect Time Per Encounter	10.00	10.00			For notes and medical records
T	<u>Indirect Time Factor</u>	<u>125%</u>	<u>125%</u>			$T = (Q + R + S) / Q$
U	Adjusted Direct Care Wage for Indirect Time	\$ 62.75	\$ 72.16			$U = P * T$
V	<u>Supervisor Span of Control</u>			<u>3.00</u>		3 employees assumed to be managed by 1 supervisor
W	Portion of Supervisory Wage Applicable to Service			\$ 19.95		$W = P / V$
X	Administration / Program Support / Overhead				20.0%	Based on assumptions, other states' rate model
Y	Per Diem Rate	\$ 52.29	\$ 3.76	\$ 16.63	\$ 72.68	$Y = (U \text{ or } W) / (1 - X) * E$
Z	Current Rate				\$ 91.50	Rate Currently being used by state

Notes:

Service Description: Intensive OP Program

Reporting Code Description: ALCOHOL AND/OR DRUG SERVICES, INTENSIVE OUTPATIENT PER DIEM

Reporting Units: Per Diem

Staffing Ratio: Hospital

Clinician Job Weights: 25% Clinical, Counseling, and School Psychologists || 50% Rehabilitation Counselors || 25% Healthcare Social Workers (50th Percentile)

Registered Nurse Job Weights: 100% Registered Nurses (50th Percentile)

Supervisor Job Weights: 50% Mental Health and Substance Abuse Social Workers || 50% Registered Nurses (75th Percentile)

State of Rhode Island
Executive Office of Health and Human Services
Behavioral Health Fee Schedule Development - H0035HF - Partial Hospitalization

	Treatment Team Leader	Program Director	Nurse Practitioner	Psychiatrist	Registered Nurse	Total	Notes
A	Staffing Ratio					6.00	Six staff per one client
B	Treatment Groups per Program					3.00	3 team leaders to be managed by 1 director
C	Hourly Wage	\$ 33.60	\$ 41.01	\$ 57.42	\$ 104.00	\$ 39.59	BLS data 2018 trended to SFY 2021
D	Employee Related Expense (ERE)	<u>27.4%</u>	<u>25.4%</u>	<u>22.7%</u>	<u>17.1%</u>	<u>25.7%</u>	Based on Separate ERE Expense Build
E	Wage with ERE, adjusted for inflation	\$ 42.80	\$ 51.41	\$ 70.47	\$ 121.80	\$ 49.75	$E = C * (1 + D)$
F	Number of Employees	1	1	1	1	1	Based on state regulations
G	Hours Worked Per Week	40	13.33	4.00	2.40	2	Based on state regulations
H	Annual Hours Paid On	2,080	2,080	2,080	2,080	2,080	8 hours a day, 5 days a week, 52 weeks a year
I	Vacation Hours per Year	80	80	80	80	80	10 days per year
J	Paid Holiday Hours per Year	80	80	80	80	80	10 days per year
K	Paid Sick Hours per Year	40	40	40	40	40	5 days per year
L	Training Time Hours per Year	67	54	90	70	52	Various days per year
M	Total Non-productive Employee Time	267	254	290	270	252	$M = I + J + K + L$
N	Non-productive Time Inflation Factor	14.7%	13.9%	16.2%	14.9%	13.8%	$N = H / (H - M) - 1$
O	Adjusted Wage Rate	\$ 49.09	\$ 58.54	\$ 81.89	\$ 139.97	\$ 56.61	$O = E * (1 + N)$
P	<u>Indirect Time Factor</u>	<u>100%</u>	<u>100%</u>	<u>125%</u>	<u>125%</u>	<u>125%</u>	Based on assumptions
Q	Adjusted Wage for Indirect Time	\$ 49.09	\$ 58.54	\$ 102.36	\$ 174.96	\$ 70.77	$Q = O * P$
R	Weekly On-Call Stipend for Psychiatrist					\$ 200.00	Based on assumptions
S	Administration / Program Support / Overhead					20.0%	Based on assumptions, other states' rate model
T	Weekly Rate					\$ 815.67	$T = [(F * G * Q) + R] / (1 - S) / A$
U	Per Diem Rate					\$ 163.13	$U = T / 5$
V	Current Rate					\$ 161.50	Rate Currently being used by state

Notes:

Service Description: Partial Hospitalization

Reporting Code Description: MENTAL HEALTH PARTIAL HOSPITALIZATION TREATMENT, PER DIEM

Reporting Units: Per Diem

Staffing Ratio: Hospital

Program Director Job Weights: 50% Mental Health and Substance Abuse Social Workers || 50% Registered Nurses (75th Percentile)

Nurse Practitioner Job Weights: 100% Nurse Practitioners (50th Percentile)

Treatment Team Leader Job Weights: 25% Clinical, Counseling, and School Psychologists || 50% Rehabilitation Counselors || 25% Healthcare Social Workers (50th Percentile)

Psychiatrist Job Weights: 100% Psychiatrists (50th Percentile)

Registered Nurse Job Weights: 100% Registered Nurses (50th Percentile)

Physicians are interchangeable with the psychiatrist in this model, depending on whether this is for SUD or SMI.

State of Rhode Island								
Executive Office of Health and Human Services								
Behavioral Health Fee Schedule Development - H0037 - IHH								
	Program Director	Registered Nurse	Hospital Liaison	Medical Assistant	CPST Specialist	Peer Specialist	Total	Notes
A	Number of Clients						200.00	Based on assumptions
B	Hourly Wage	\$ 41.81	\$ 39.59	\$ 22.04	\$ 18.29	\$ 22.04	\$ 14.87	BLS data 2018 trended to SFY 2021
C	Employee Related Expense (ERE)	25.2%	25.7%	33.3%	36.8%	33.3%	41.5%	Based on Separate ERE Expense Build
D	Wage with ERE, adjusted for inflation	\$ 52.34	\$ 49.75	\$ 29.37	\$ 25.02	\$ 29.37	\$ 21.04	D = B * (1 + C)
E	Number of Employees	1.00	2.00	1.00	1.00	6.00	1.00	Based on state regulations
F	Annual Salary and Benefits	\$ 108,858	\$ 206,980	\$ 61,089	\$ 52,045	\$ 366,532	\$ 43,769	F = D * E * 2080
G	Drivers						6.00	CPST Specialists
H	Miles Driven Per Day Per Driver						59.50	Based on assumptions
I	Mileage Reimbursement						\$ 75,634	I = H * G * 0.58 * 365.25
J	Caseload Efficiency						100%	Based on assumptions
K	Administration / Program Support / Overhead						20.0%	Based on assumptions, other states' rate model
L	Per Diem Rate						\$ 15.66	L = (F + I) / A / J / (1 - K) / 365.25
M	Current Rate						\$ 13.82	Rate Currently being used by state

H0037 Notes:

Service Description: IHH

Reporting Code Description: Community psychiatric supportive treatment program, per diem - Integrated Health Home

Reporting Units: Per Diem

Staffing Ratio: Team

Program Director Job Weights: 50% Registered Nurses || 50% Clinical, Counseling, and School Psychologists (50th Percentile)

Registered Nurse Job Weights: 100% Registered Nurses (50th Percentile)

Hospital Liaison Job Weights: 100% Mental Health and Substance Abuse Social Workers (50th Percentile)

Medical Assistant Job Weights: 100% Medical Assistants (50th Percentile)

CPST Specialist Job Weights: 100% Mental Health and Substance Abuse Social Workers (50th Percentile)

Peer Specialist Job Weights: 33% Personal Care Aides || 33% Home Health Aides || 33% Nursing Assistants (50th Percentile)

State of Rhode Island Executive Office of Health and Human Services Behavioral Health Fee Schedule Development - H0037(OTP) - IHH								
	Team	Physician	Registered Nurse	Hospital Liaison	Case Manager	Pharmacist	Total	Notes
A	Number of Clients						125.00	Based on assumptions
B	Hourly Wage	\$ 41.81	\$ 100.93	\$ 39.59	\$ 22.04	\$ 35.53	\$ 62.28	BLS data 2018 trended to SFY 2021
C	Employee Related Expense (ERE)	<u>25.2%</u>	<u>17.4%</u>	<u>25.7%</u>	<u>33.3%</u>	<u>26.8%</u>	<u>22.2%</u>	Based on Separate ERE Expense Build
D	Wage with ERE, adjusted for inflation	\$ 52.34	\$ 118.47	\$ 49.75	\$ 29.37	\$ 45.04	\$ 76.11	D = B * (1 + C)
E	Number of Employees	1.00	0.25	1.00	1.00	1.00	0.10	Based on state regulations
F	Annual Salary and Benefits	\$ 108,858	\$ 61,602	\$ 103,490	\$ 61,089	\$ 93,678	\$ 15,832	\$ 444,548 F = D * E * 2080
G	Caseload Efficiency						100%	Based on assumptions
H	Administration / Program Support / Overhead						20.0%	Based on assumptions, other states' rate model
I	Per Diem Rate						\$ 12.17	I = F / A / G / (1 - H) / 365.25
J	Current Rate						\$ 7.64	Rate Currently being used by state

H0037(OTP) Notes:

Service Description: IHH

Reporting Code Description: OTP HEALTH HOME

Reporting Units: Per Diem

Staffing Ratio: Team

Team Coordinator Job Weights: 50% Registered Nurses || 50% Clinical, Counseling, and School Psychologists (50th Percentile)

Physician Job Weights: 100% Physicians and Surgeons, All Other (50th Percentile)

Registered Nurse Job Weights: 100% Registered Nurses (50th Percentile)

Hospital Liaison Job Weights: 100% Mental Health and Substance Abuse Social Workers (50th Percentile)

Case Manager Job Weights: 100% Mental Health and Substance Abuse Social Workers (75th Percentile)

Pharmacist Job Weights: 100% Pharmacists (50th Percentile)

State of Rhode Island Executive Office of Health and Human Services Behavioral Health Fee Schedule Development - H0040 - ACT											
	Program Director	Registered Nurse	Master's Level Clinician	Vocational Specialist	Substance Use Disorder	CPST Specialist	Peer Specialist	Psychiatrist	Total		
A	Number of Beneficiaries Per Team									100.00	Based on assumptions
B	Hourly Wage	\$ 48.91	\$ 39.59	\$ 33.44	\$ 30.46	\$ 22.04	\$ 22.04	\$ 14.87	\$ 138.19	BLS data 2018 trended to SFY 2021	
C	Employee Related Expense (ERE)	23.9%	25.7%	27.4%	28.5%	33.3%	33.3%	41.5%	15.0%	Based on Separate ERE Expense Build	
D	Wage with ERE, adjusted for inflation	\$ 60.59	\$ 49.75	\$ 42.61	\$ 39.15	\$ 29.37	\$ 29.37	\$ 21.04	\$ 158.90	D = B * (1 + C)	
E	Number of Employees	1.00	2.00	1.00	1.00	2.00	4.00	1.00	0.75	Based on state regulations	
F	Annual Salary and Benefits	\$ 126,023	\$ 206,980	\$ 88,630	\$ 81,431	\$ 122,177	\$ 244,355	\$ 43,769	\$ 247,887	\$ 1,161,254	F = D * E * 2080
G	Drivers									5.00	CPST Specialist and Peer Specialist
H	Miles Driven Per Day									47.60	Based on assumptions
I	Annual Mileage Reimbursement									\$ 50,422.61	I = H * G * 0.58 * 365.25
J	Percent of months with inpatient stay									20.00%	Based on assumptions
K	Average length of inpatient stay									7.00	Based on assumptions
L	Days per Year Spent in Inpatient Hospital									16.90	L = J * K * 365.25 / 30.25
M	Caseload Efficiency									95%	M = 1 - L / 365.25
N	Administration / Program Support / Overhead									20.0%	Based on assumptions, other states' rate model
O	Per Diem Rate									\$ 43.48	O = (F + I) / A / M / (1 - N) / 365.25
P	Current Rate									\$ 41.65	Rate Currently being used by state

Notes:

Service Description: ACT
 Reporting Code Description: Assertive community treatment program, per diem
 Reporting Units: Per Diem
 Staffing Ratio: Team
 Program Director Job Weights: 50% Registered Nurses || 50% Clinical, Counseling, and School Psychologists (75th Percentile)
 Registered Nurse Job Weights: 100% Registered Nurses (50th Percentile)
 Master's Level Clinician Job Weights: 100% Licensed Practical and Licensed Vocational Nurses (75th Percentile)
 Vocational Specialist Job Weights: 100% Educational, Guidance, School, and Vocational Counselors (50th Percentile)
 Substance Use Disorder Job Weights: 100% Mental Health and Substance Abuse Social Workers (50th Percentile)
 CPST Specialist Job Weights: 100% Mental Health and Substance Abuse Social Workers (50th Percentile)
 Peer Specialist Job Weights: 33% Personal Care Aides || 33% Home Health Aides || 33% Nursing Assistants (50th Percentile)
 Psychiatrist Job Weights: 100% Psychiatrists (75th Percentile)

State of Rhode Island Executive Office of Health and Human Services Behavioral Health Fee Schedule Development - H0040 - ACT Without Peer Specialist										
	Program Director	Registered Nurse	Master's Level Clinician	Vocational Specialist	Substance Use Disorder	CPST Specialist	Psychiatrist	Total		
A	Number of Beneficiaries Per Team							100.00	Based on assumptions	
B	Hourly Wage	\$ 48.91	\$ 39.59	\$ 33.44	\$ 30.46	\$ 22.04	\$ 22.04	\$ 138.19	BLS data 2018 trended to SFY 2021	
C	Employee Related Expense (ERE)	<u>23.9%</u>	<u>25.7%</u>	<u>27.4%</u>	<u>28.5%</u>	<u>33.3%</u>	<u>33.3%</u>	<u>15.0%</u>	Based on Separate ERE Expense Build	
D	Wage with ERE, adjusted for inflation	\$ 60.59	\$ 49.75	\$ 42.61	\$ 39.15	\$ 29.37	\$ 29.37	\$ 158.90	$D = B * (1 + C)$	
E	Number of Employees	1.00	2.00	1.00	1.00	2.00	5.00	0.75	Based on state regulations	
F	Annual Salary and Benefits	\$ 126,023	\$ 206,980	\$ 88,630	\$ 81,431	\$ 122,177	\$ 305,443	\$ 247,887	\$ 1,178,573	$F = D * E * 2080$
G	Drivers							5.00	CPST Specialists	
H	Miles Driven Per Day							47.60	Based on assumptions	
I	Annual Mileage Reimbursement							\$ 50,422.61	$I = H * G * 0.58 * 365.25$	
J	Percent of months with inpatient stay							20.00%	Based on assumptions	
K	Average length of inpatient stay							7.00	Based on assumptions	
L	Days per Year Spent in Inpatient Hospital							16.90	$L = J * K * 365.25 / 30.25$	
M	Caseload Efficiency							95%	$M = 1 - L / 365.25$	
N	Administration / Program Support / Overhead							20.0%	Based on assumptions, other states' rate model	
O	Per Diem Rate							\$ 44.10	$O = (F + I) / A / M / (1 - N) / 365.25$	
P	Current Rate							\$ 41.65	Rate Currently being used by state	

Notes:

Service Description: ACT

Reporting Code Description: Assertive community treatment program, per diem

Reporting Units: Per Diem

Staffing Ratio: Team

Program Director Job Weights: 50% Registered Nurses || 50% Clinical, Counseling, and School Psychologists (75th Percentile)

Registered Nurse Job Weights: 100% Registered Nurses (50th Percentile)

Master's Level Clinician Job Weights: 100% Licensed Practical and Licensed Vocational Nurses (75th Percentile)

Vocational Specialist Job Weights: 100% Educational, Guidance, School, and Vocational Counselors (50th Percentile)

Substance Use Disorder Job Weights: 100% Mental Health and Substance Abuse Social Workers (50th Percentile)

CPST Specialist Job Weights: 100% Mental Health and Substance Abuse Social Workers (50th Percentile)

Peer Specialist Job Weights: 33% Personal Care Aides || 33% Home Health Aides || 33% Nursing Assistants (50th Percentile)

Psychiatrist Job Weights: 100% Psychiatrists (75th Percentile)

Reference A: BLS Position Options

State of Rhode Island Office of Health and Social Services Behavioral Health Comparison Rate Development Reference A - US BLS Standard Occupational Classification								
BLS Code	BLS Position Name	Occupational Summary	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	
11-9111	Medical and Health Services Managers	Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.	\$ 34.22	\$ 42.63	\$ 54.08	\$ 71.00	\$ 99.26	
11-9151	Social and Community Service Managers	Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.	28.60	35.87	44.87	55.50	67.94	
13-1121	Meeting, Convention, and Event Planners	Coordinate activities of staff, convention personnel, or clients to make arrangements for group meetings, events, or conventions.	15.84	20.51	25.45	34.06	46.34	
19-3031	Clinical, Counseling, and School Psychologists		17.83	26.99	41.52	48.41	61.07	
21-1012	Educational, Guidance, School, and Vocational Counselors	Advise and assist students and provide educational and vocational guidance services.	18.70	22.44	28.72	38.67	45.64	
21-1013	Marriage and Family Therapists	Diagnose and treat mental and emotional disorders, whether cognitive, affective, or behavioral, within the context of marriage and family systems. Apply psychotherapeutic and family systems theories and techniques in the delivery of services to individuals, couples, and families for the purpose of treating such diagnosed nervous and mental disorders. Excludes "Psychologists" (19-3031 through 19-3039) and "Social Workers" (21-1020).	-	-	-	-	-	
21-1015	Rehabilitation Counselors	Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, aging, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement. Excludes "Occupational Therapists" (29-1122).	14.43	18.74	28.96	35.14	38.99	
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors		13.64	17.16	23.82	30.81	37.12	
21-1019	Counselors, All Other	All counselors not listed separately.	12.82	13.91	15.82	18.11	20.08	
21-1021	Child, Family, and School Social Workers	Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.	19.01	22.26	28.64	36.50	42.70	
21-1022	Healthcare Social Workers	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers. Provide patients with information and counseling, and make referrals for other services. May also provide case and care management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.	17.11	21.01	27.29	34.09	39.03	
21-1023	Mental Health and Substance Abuse Social Workers	Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.	14.64	16.97	20.78	33.50	43.04	
21-1029	Social Workers, All Other	All social workers not listed separately.	23.82	31.42	37.48	42.28	46.80	
21-1091	Health Educators	Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Use data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May link health systems, health providers, insurers, and patients to address individual and population health needs. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs. Excludes "Community Health Workers" (21-1094).	26.50	33.01	38.38	43.45	48.63	

State of Rhode Island Office of Health and Social Services Behavioral Health Comparison Rate Development Reference A - US BLS Standard Occupational Classification								
BLS Code	BLS Position Name	Occupational Summary	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	
21-1093	Social and Human Service Assistants	Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes "Rehabilitation Counselors" (21-1015), "Psychiatric Technicians" (29-2053), "Personal Care Aides" (31-1122), and "Eligibility Interviewers, Government Programs" (43-4061).	11.97	13.89	16.42	18.89	23.54	
21-1094	Community Health Workers	Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs. Excludes "Health Education Specialists" (21-1091).	16.15	18.42	22.32	27.22	30.68	
21-1099	Community and Social Service Specialists, All Other	All community and social service specialists not listed separately.	12.91	18.63	29.42	36.08	41.12	
29-1051	Pharmacists	Dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.	45.60	53.45	58.73	64.77	76.56	
29-1062	Family and General Practitioners		48.89	58.21	75.97	98.76	-	
29-1066	Psychiatrists	Diagnose, treat, and help prevent mental disorders. Excludes "Clinical and Counseling Psychologists" (19-3033) and "School Psychologists" (19-3034).	59.27	85.25	98.07	130.31	-	
29-1069	Physicians and Surgeons, All Other		32.10	65.77	95.17	-	-	
29-1071	Physician Assistants	Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication. Must graduate from an accredited educational program for physician assistants. Excludes "Registered Nurses" (29-1141), "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), "Nurse Practitioners" (29-1171), "Emergency Medical Technicians" (29-2042), "Paramedics" (29-2043), "Surgical Assistants" (29-9093), and "Medical Assistants" (31-9092).	33.31	37.04	44.89	58.06	71.03	
29-1122	Occupational Therapists	Assess, plan, and organize rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays. Use therapeutic techniques, adapt the individual's environment, teach skills, and modify specific tasks that present barriers to the individual. Excludes "Rehabilitation Counselors" (21-1015).	27.94	32.85	38.33	48.22	56.90	
29-1125	Recreational Therapists	Plan, direct, or coordinate medically-approved recreation programs for patients in hospitals, nursing homes, or other institutions. Activities include sports, trips, dramatics, social activities, and crafts. May assess a patient condition and recommend appropriate recreational activity. Excludes "Recreation Workers" (39-9032).	17.48	20.00	23.01	27.01	31.89	
29-1129	Therapists, All Other	All therapists not listed separately.	22.16	27.93	34.72	39.40	47.08	
29-1141	Registered Nurses	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).	27.34	31.76	37.33	43.84	48.64	

State of Rhode Island Office of Health and Social Services Behavioral Health Comparison Rate Development Reference A - US BLS Standard Occupational Classification								
BLS Code	BLS Position Name	Occupational Summary	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	
29-1171	Nurse Practitioners	Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.	39.29	46.23	54.15	60.35	65.37	
29-1199	Health Diagnosing and Treating Practitioners, All Other		20.19	24.55	31.02	50.67	70.26	
29-2053	Psychiatric Technicians	Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.	12.62	14.53	18.09	22.94	27.56	
29-2061	Licensed Practical and Licensed Vocational Nurses	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.	21.91	25.38	28.35	31.53	36.16	
29-2071	Medical Records and Health Information Technicians		15.03	17.59	22.36	28.07	31.91	
29-2099	Health Technologists and Technicians, All Other	All health technologists and technicians not listed separately.	14.17	19.21	25.56	32.25	41.66	
29-9011	Occupational Health and Safety Specialists	Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector.	30.85	38.11	45.31	50.67	58.75	
29-9012	Occupational Health and Safety Technicians	Collect data on work environments for analysis by occupational health and safety specialists. Implement and conduct evaluation of programs designed to limit chemical, physical, biological, and ergonomic risks to workers.	24.11	27.67	32.38	37.56	44.83	
29-9099	Healthcare Practitioners and Technical Workers, All Other	All healthcare practitioners and technical workers not listed separately.	16.83	20.75	32.76	42.88	51.89	
31-1011	Home Health Aides	Monitor the health status of an individual with disabilities or illness, and address their health-related needs, such as changing bandages, dressing wounds, or administering medication. Work is performed under the direction of offsite or intermittent onsite licensed nursing staff. Provide assistance with routine healthcare tasks or activities of daily living, such as feeding, bathing, toileting, or ambulation. May also help with tasks such as preparing meals, doing light housekeeping, and doing laundry depending on the patient's abilities.	12.21	13.23	14.71	17.52	21.78	
31-1013	Psychiatric Aides	Assist mentally impaired or emotionally disturbed patients, working under direction of nursing and medical staff. May assist with daily living activities, lead patients in educational and recreational activities, or accompany patients to and from examinations and treatments. May restrain violent patients. Includes psychiatric orderlies.	15.22	16.46	18.34	21.59	23.93	
31-1014	Nursing Assistants	Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing	11.64	12.92	14.42	16.80	19.80	

State of Rhode Island Office of Health and Social Services Behavioral Health Comparison Rate Development Reference A - US BLS Standard Occupational Classification									
BLS Code	BLS Position Name	Occupational Summary	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile		
31-1015	Orderlies	Transport patients to areas such as operating rooms or x-ray rooms using wheelchairs, stretchers, or moveable beds. May maintain stocks of supplies or clean and transport equipment. Excludes "Nursing Assistants" (31-1131). Psychiatric orderlies are included in "Psychiatric Aides" (31-1133).	10.98	12.19	14.80	18.54	22.58		
31-2011	Occupational Therapy Assistants	Assist occupational therapists in providing occupational therapy treatments and procedures. May, in accordance with state laws, assist in development of treatment plans, carry out routine functions, direct activity programs, and document the progress of treatments. Generally requires formal training.	24.31	26.49	29.49	33.48	37.03		
31-2012	Occupational Therapy Aides	Under close supervision of an occupational therapist or occupational therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing patient and treatment room.	-	-	-	-	-		
31-9092	Medical Assistants	Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and	13.60	15.54	17.25	18.92	20.94		
31-9093	Medical Equipment Preparers	Prepare, sterilize, install, or clean laboratory or healthcare equipment. May perform routine laboratory tasks and operate or inspect equipment.	14.27	16.82	20.76	24.34	28.66		
31-9094	Medical Transcriptionists	Transcribe medical reports recorded by physicians and other healthcare practitioners using various electronic devices, covering office visits, emergency room visits,	10.97	12.50	18.03	23.05	25.66		
31-9095	Pharmacy Aides	Record drugs delivered to the pharmacy, store incoming merchandise, and inform the supervisor of stock needs. May operate cash register and accept prescriptions for filling.	11.26	13.04	14.36	16.27	19.45		
31-9099	Healthcare Support Workers, All Other	All healthcare support workers not listed separately.	12.69	14.76	17.67	20.46	24.33		
39-1021	First-Line Supervisors of Personal Service Workers		12.60	15.21	19.15	25.94	30.90		
39-9021	Personal Care Aides	Provide personalized assistance to individuals with disabilities or illness who require help with personal care and activities of daily living support (e.g., feeding, bathing, dressing, grooming, toileting, and ambulation). May also provide help with tasks such as preparing meals, doing light housekeeping, and doing laundry. Work is performed in various settings depending on the needs of the care recipient and may include locations such as their home, place of work, out in the community, or at a daytime nonresidential facility.	10.68	11.55	12.93	14.38	15.69		
53-3022	Bus Drivers, School or Special Client	Transport students or special clients, such as the elderly or persons with disabilities. Ensure adherence to safety rules. May assist passengers in boarding or exiting.	13.53	16.38	19.77	22.41	24.03		

Source: BLS Wages (2018) for Rhode Island. When statewide rates were missing, Providence MSA rates were used.

Reference B: BLS Assumptions

State of Rhode Island Office of Health and Social Services Behavioral Health Comparison Rate Development Reference B - Wage Summary by Service							
Service	Service Position	BLS Code	BLS Position	Position Weight	BLS Wage Percentile	BLS Wage	Composite BLS Wage
Assertive Community Treatment (H0040)	Psychiatrist	29-1066	Psychiatrists	1.00	75th Percentile	\$ 130.31	\$ 130.31
	Peer Specialist	39-9021	Personal Care Aides	0.33	50th Percentile	12.93	4.31
	Peer Specialist	31-1014	Nursing Assistants	0.33	50th Percentile	14.42	4.81
	Peer Specialist	31-1011	Home Health Aides	0.33	50th Percentile	14.71	4.90
	CPST Specialist	21-1023	Mental Health and Substance Abuse Social Workers	1.00	50th Percentile	20.78	20.78
	Substance Use Disorder	21-1023	Mental Health and Substance Abuse Social Workers	1.00	50th Percentile	20.78	20.78
	Vocational Specialist	21-1012	Educational, Guidance, School, and Vocational Counselors	1.00	50th Percentile	28.72	28.72
	Master's Level Clinician	29-2061	Licensed Practical and Licensed Vocational Nurses	1.00	75th Percentile	31.53	31.53
	Registered Nurse	29-1141	Registered Nurses	1.00	50th Percentile	37.33	37.33
	Program Director	29-1141	Registered Nurses	0.50	75th Percentile	43.84	21.92
	Program Director	19-3031	Clinical, Counseling, and School Psychologists	0.50	75th Percentile	48.41	24.21
Opiate Treatment Program-Health Home (H0037)	Pharmacist	29-1051	Pharmacists	1.00	50th Percentile	58.73	58.73
	Case Manager	21-1023	Mental Health and Substance Abuse Social Workers	1.00	75th Percentile	33.50	33.50
	Hospital Liaison	21-1023	Mental Health and Substance Abuse Social Workers	1.00	50th Percentile	20.78	20.78
	Registered Nurse	29-1141	Registered Nurses	1.00	50th Percentile	37.33	37.33
	Physician	29-1069	Physicians and Surgeons, All Other	1.00	50th Percentile	95.17	95.17
	Team Coordinator	29-1141	Registered Nurses	0.50	50th Percentile	37.33	18.67
	Team Coordinator	19-3031	Clinical, Counseling, and School Psychologists	0.50	50th Percentile	41.52	20.76
	Peer Specialist	39-9021	Personal Care Aides	0.33	50th Percentile	12.93	4.31
Integrated Health Home (H0037)	Peer Specialist	31-1014	Nursing Assistants	0.33	50th Percentile	14.42	4.81
	Peer Specialist	31-1011	Home Health Aides	0.33	50th Percentile	14.71	4.90
	CPST Specialist	21-1023	Mental Health and Substance Abuse Social Workers	1.00	50th Percentile	20.78	20.78
	Medical Assistant	31-9092	Medical Assistants	1.00	50th Percentile	17.25	17.25
	Hospital Liaison	21-1023	Mental Health and Substance Abuse Social Workers	1.00	50th Percentile	20.78	20.78
	Registered Nurse	29-1141	Registered Nurses	1.00	50th Percentile	37.33	37.33
	Program Director	29-1141	Registered Nurses	0.50	50th Percentile	37.33	18.67
	Program Director	19-3031	Clinical, Counseling, and School Psychologists	0.50	50th Percentile	41.52	20.76
	Registered Nurse	29-1141	Registered Nurses	1.00	50th Percentile	37.33	37.33
	Psychiatrist	29-1066	Psychiatrists	1.00	50th Percentile	98.07	98.07
	Nurse Practitioner	29-1171	Nurse Practitioners	1.00	50th Percentile	54.15	54.15
Partial Hospitalization (H0035)	Program Director	29-1141	Registered Nurses	0.50	75th Percentile	43.84	21.92
	Program Director	21-1023	Mental Health and Substance Abuse Social Workers	0.50	75th Percentile	33.50	16.75
	Treatment Team Leader	21-1022	Healthcare Social Workers	0.25	50th Percentile	27.29	6.82
	Treatment Team Leader	21-1015	Rehabilitation Counselors	0.50	50th Percentile	28.96	14.48
	Treatment Team Leader	19-3031	Clinical, Counseling, and School Psychologists	0.25	50th Percentile	41.52	10.38
	Clinician On-Call	29-1141	Registered Nurses	0.50	75th Percentile	43.84	21.92
	Clinician On-Call	19-3031	Clinical, Counseling, and School Psychologists	0.50	75th Percentile	48.41	24.21
	Director	19-3031	Clinical, Counseling, and School Psychologists	1.00	50th Percentile	41.52	41.52
Mental Health Psychiatric Rehabilitation Residence (H0019-U5)	Supervisor	21-1023	Mental Health and Substance Abuse Social Workers	0.50	75th Percentile	33.50	16.75
	Supervisor	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	0.50	75th Percentile	30.81	15.41
	DCW	31-1013	Psychiatric Aides	1.00	75th Percentile	21.59	21.59
	Director	19-3031	Clinical, Counseling, and School Psychologists	1.00	50th Percentile	41.52	41.52
Mental Health Psychiatric Rehabilitation Residence (H0019-U4, Severe)	Supervisor	21-1023	Mental Health and Substance Abuse Social Workers	0.50	75th Percentile	33.50	16.75
	Supervisor	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	0.50	75th Percentile	30.81	15.41
	DCW	31-1013	Psychiatric Aides	1.00	75th Percentile	21.59	21.59
	Director	19-3031	Clinical, Counseling, and School Psychologists	1.00	50th Percentile	41.52	41.52
Mental Health Psychiatric Rehabilitation Residence (H0019-U4, moderate)	Supervisor	21-1023	Mental Health and Substance Abuse Social Workers	0.50	50th Percentile	20.78	10.39
	Supervisor	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	0.50	50th Percentile	23.82	11.91
	DCW	31-1013	Psychiatric Aides	1.00	50th Percentile	18.34	18.34
	Director	19-3031	Clinical, Counseling, and School Psychologists	1.00	50th Percentile	41.52	41.52
Mental Health Psychiatric Rehabilitation Residence (H0019-U4, base)	Supervisor	21-1023	Mental Health and Substance Abuse Social Workers	0.50	50th Percentile	20.78	10.39
	Supervisor	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	0.50	50th Percentile	23.82	11.91
	DCW	31-1013	Psychiatric Aides	1.00	50th Percentile	18.34	18.34
	Director	19-3031	Clinical, Counseling, and School Psychologists	1.00	50th Percentile	41.52	41.52
Mental Health Psychiatric Rehabilitation Residence (H0019-U3)	Supervisor	21-1023	Mental Health and Substance Abuse Social Workers	0.50	50th Percentile	20.78	10.39
	Supervisor	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	0.50	50th Percentile	23.82	11.91
	DCW	31-1013	Psychiatric Aides	1.00	50th Percentile	18.34	18.34
	Director	19-3031	Clinical, Counseling, and School Psychologists	1.00	50th Percentile	41.52	41.52

State of Rhode Island Office of Health and Social Services Behavioral Health Comparison Rate Development Reference B - Wage Summary by Service							
Service	Service Position	BLS Code	BLS Position	Position Weight	BLS Wage Percentile	BLS Wage	Composite BLS Wage
Intensive Outpatient Hospital (H0015)	Supervisor	29-1141	Registered Nurses	0.50	75th Percentile	43.84	21.92
	Supervisor	21-1023	Mental Health and Substance Abuse Social Workers	0.50	75th Percentile	33.50	16.75
	Registered Nurse	29-1141	Registered Nurses	1.00	50th Percentile	37.33	37.33
	Clinician	21-1022	Healthcare Social Workers	0.25	50th Percentile	27.29	6.82
	Clinician	21-1015	Rehabilitation Counselors	0.50	50th Percentile	28.96	14.48
	Clinician	19-3031	Clinical, Counseling, and School Psychologists	0.25	50th Percentile	41.52	10.38
Substance Use Disorder-Per Diem 3.5	Program Manager	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.00	75th Percentile	30.81	30.81
	On-Call Physician	29-1069	Physicians and Surgeons, All Other	1.00	50th Percentile	95.17	95.17
	Therapists (LMHC/LCDP)	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.00	50th Percentile	23.82	23.82
	UR Specialist	21-1094	Community Health Workers	1.00	50th Percentile	22.32	22.32
	Case Manager	31-9099	Healthcare Support Workers, All Other	1.00	50th Percentile	17.67	17.67
	Registered Nurse	29-1141	Registered Nurses	1.00	50th Percentile	37.33	37.33
	Resident Assistant	39-9021	Personal Care Aides	0.50	50th Percentile	12.93	6.47
	Resident Assistant	31-9099	Healthcare Support Workers, All Other	0.50	50th Percentile	17.67	8.84
Substance Use Disorder-Per Diem 3.1	Program Manager	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.00	75th Percentile	30.81	30.81
	On-Call Physician	29-1069	Physicians and Surgeons, All Other	1.00	50th Percentile	95.17	95.17
	Therapists (LMHC/LCDP)	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.00	50th Percentile	23.82	23.82
	UR Specialist	21-1094	Community Health Workers	1.00	50th Percentile	22.32	22.32
	Case Manager	31-9099	Healthcare Support Workers, All Other	1.00	50th Percentile	17.67	17.67
	Registered Nurse	29-1141	Registered Nurses	1.00	50th Percentile	37.33	37.33
	Resident Assistant	39-9021	Personal Care Aides	0.50	50th Percentile	12.93	6.47
	Resident Assistant	31-9099	Healthcare Support Workers, All Other	0.50	50th Percentile	17.67	8.84
Substance Use Disorder (H0005)	Supervisor	19-3031	Clinical, Counseling, and School Psychologists	1.00	50th Percentile	41.52	41.52
	Therapists (LMHC/LCDP)	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.00	50th Percentile	23.82	23.82
Substance Use Disorder (H0004)	Supervisor	19-3031	Clinical, Counseling, and School Psychologists	1.00	50th Percentile	41.52	41.52
	Therapists (LMHC/LCDP)	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.00	50th Percentile	23.82	23.82
Substance Use Disorder (H0001)	Supervisor	19-3031	Clinical, Counseling, and School Psychologists	1.00	50th Percentile	41.52	41.52
	Therapists (LMHC/LCDP)	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.00	50th Percentile	23.82	23.82
Principal Counselor (90837)	Supervisor	19-3031	Clinical, Counseling, and School Psychologists	1.00	75th Percentile	48.41	48.41
	Clinician	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	0.50	50th Percentile	23.82	11.91
	Clinician	19-3031	Clinical, Counseling, and School Psychologists	0.50	50th Percentile	41.52	20.76
Principal Counselor (90834)	Supervisor	19-3031	Clinical, Counseling, and School Psychologists	1.00	75th Percentile	48.41	48.41
	Clinician	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	0.50	50th Percentile	23.82	11.91
	Clinician	19-3031	Clinical, Counseling, and School Psychologists	0.50	50th Percentile	41.52	20.76
Principal Counselor (90832)	Supervisor	19-3031	Clinical, Counseling, and School Psychologists	1.00	75th Percentile	48.41	48.41
	Clinician	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	0.50	50th Percentile	23.82	11.91
	Clinician	19-3031	Clinical, Counseling, and School Psychologists	0.50	50th Percentile	41.52	20.76
Principal Counselor (90791)	Supervisor	19-3031	Clinical, Counseling, and School Psychologists	1.00	75th Percentile	48.41	48.41
	Clinician	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	0.50	50th Percentile	23.82	11.91
	Clinician	19-3031	Clinical, Counseling, and School Psychologists	0.50	50th Percentile	41.52	20.76
Registered Nurse (90791)	Supervisor	29-1171	Nurse Practitioners	0.75	50th Percentile	54.15	40.61
	Supervisor	29-1066	Psychiatrists	0.25	50th Percentile	98.07	24.52
	Clinician	29-1141	Registered Nurses	1.00	50th Percentile	37.33	37.33
Psychiatry/Prescriber (99215)	Clinician	29-1066	Psychiatrists	1.00	75th Percentile	130.31	130.31
Psychiatry/Prescriber (99214)	Clinician	29-1066	Psychiatrists	1.00	75th Percentile	130.31	130.31
Psychiatry/Prescriber (99213)	Clinician	29-1066	Psychiatrists	1.00	75th Percentile	130.31	130.31
Psychiatry/Prescriber (99212)	Clinician	29-1066	Psychiatrists	1.00	75th Percentile	130.31	130.31
Registered Nurse (99211)	Clinician	29-1141	Registered Nurses	1.00	50th Percentile	37.33	37.33

Source: BLS Wages (2018) for Rhode Island. When statewide rates were missing, Providence MSA rates were used.

Reference C: Model Wage Summary

**State of Rhode Island Office of of Health and Social Services
Behavioral Health Comparison Rate Development
Reference C - Wage Summary by Service**

Inflation Assumption		1.06	
Service	Service Position	BLS Composite Wage	Inflation Adjusted Wage
Assertive Community Treatment (H0040)	Psychiatrist	\$ 130.31	\$ 138.19
	Peer Specialist	14.02	14.87
	CPST Specialist	20.78	22.04
	Substance Use Disorder	20.78	22.04
	Vocational Specialist	28.72	30.46
	Master's Level Clinician	31.53	33.44
	Registered Nurse	37.33	39.59
	Program Director	46.13	48.91
Opiate Treatment Program-Health Home (H0037)	Pharmacist	58.73	62.28
	Case Manager	33.50	35.53
	Hospital Liaison	20.78	22.04
	Registered Nurse	37.33	39.59
	Physician	95.17	100.93
	Team Coordinator	39.43	41.81
Integrated Health Home (H0037)	Peer Specialist	14.02	14.87
	CPST Specialist	20.78	22.04
	Medical Assistant	17.25	18.29
	Hospital Liaison	20.78	22.04
	Registered Nurse	37.33	39.59
	Program Director	39.43	41.81
Partial Hospitalization (H0035)	Registered Nurse	37.33	39.59
	Psychiatrist	98.07	104.00
	Nurse Practitioner	54.15	57.42
	Program Director	38.67	41.01
	Treatment Team Leader	31.68	33.60
Crisis Evaluation (H2011)	Clinician On-Call	46.13	48.91
Mental Health Psychiatric Rehabilitation Residence (H0019-U5)	Director	41.52	44.03
	Supervisor	32.16	34.10
	DCW	21.59	22.90
Mental Health Psychiatric Rehabilitation Residence (H0019-U4, Severe)	Director	41.52	44.03
	Supervisor	32.16	34.10
	DCW	21.59	22.90
Mental Health Psychiatric Rehabilitation Residence (H0019-U4, moderate)	Director	41.52	44.03
	Supervisor	22.30	23.65
	DCW	18.34	19.45
Mental Health Psychiatric Rehabilitation Residence (H0019-U4, base)	Director	41.52	44.03
	Supervisor	22.30	23.65
	DCW	18.34	19.45
Mental Health Psychiatric Rehabilitation Residence (H0019-U3)	Director	41.52	44.03
	Supervisor	22.30	23.65
	DCW	18.34	19.45
Intensive Outpatient Hospital (H0015)	Supervisor	38.67	41.01
	Registered Nurse	37.33	39.59
	Clinician	31.68	33.60
Substance Use Disorder-Per Diem 3.5	Program Manager	30.81	32.67
	On-Call Physician	95.17	100.93
	Therapists (LMHC/LCDP)	23.82	25.26
	UR Specialist	22.32	23.67
	Case Manager	17.67	18.74
	Registered Nurse	37.33	39.59
	Resident Assistant	15.30	16.23
Substance Use Disorder-Per Diem 3.1	Program Manager	30.81	32.67
	On-Call Physician	95.17	100.93
	Therapists (LMHC/LCDP)	23.82	25.26
	UR Specialist	22.32	23.67
	Case Manager	17.67	18.74
	Registered Nurse	37.33	39.59
	Resident Assistant	15.30	16.23

**State of Rhode Island Office of of Health and Social Services
Behavioral Health Comparison Rate Development
Reference C - Wage Summary by Service**

Inflation Assumption	1.06
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Service	Service Position	BLS Composite Wage	Inflation Adjusted Wage
Substance Use Disorder (H0005)	Supervisor	41.52	44.03
	Therapists (LMHC/LCDP)	23.82	25.26
Substance Use Disorder (H0004)	Supervisor	41.52	44.03
	Therapists (LMHC/LCDP)	23.82	25.26
Substance Use Disorder (H0001)	Supervisor	41.52	44.03
	Therapists (LMHC/LCDP)	23.82	25.26
Principal Counselor (90837)	Supervisor	48.41	51.34
	Clinician	32.67	34.65
Principal Counselor (90834)	Supervisor	48.41	51.34
	Clinician	32.67	34.65
Principal Counselor (90832)	Supervisor	48.41	51.34
	Clinician	32.67	34.65
Principal Counselor (90791)	Supervisor	48.41	51.34
	Clinician	32.67	34.65
Registered Nurse (90791)	Supervisor	65.13	69.07
	Clinician	37.33	39.59
Psychiatry/Prescriber (99215)	Clinician	130.31	138.19
Psychiatry/Prescriber (99214)	Clinician	130.31	138.19
Psychiatry/Prescriber (99213)	Clinician	130.31	138.19
Psychiatry/Prescriber (99212)	Clinician	130.31	138.19
Registered Nurse (99211)	Clinician	37.33	39.59

Source: BLS Wages (2018) for Rhode Island. When statewide rates were missing, Providence MSA rates were used.

Reference D: Employee Related Expense Calculation

State of Rhode Island Office of of Health and Social Services Behavioral Health Comparison Rate Development Employee Related Expense Exhibit					
		Peer Specialist	RN	Psychiatrist	Notes
A	Wage	\$ 14.87	\$ 39.59	\$ 138.19	Hourly Wage Rate From BLS Trended
B	ERE Percentage	<u>41.5%</u>	<u>25.7%</u>	<u>15.0%</u>	B = M
C	Annual Salary and ERE	\$ 43,769	\$ 103,490	\$ 330,516	$C = A * (1 + B) * 2080$
D	FICA	\$ 2,366	\$ 6,299	\$ 10,790	$D = A * 2080 * 7.65%$ up to \$133,000 taxable limit
E	FUTA	\$ 420	\$ 420	\$ 420	Based on federal tax regulations
F	SUTA	\$ 276	\$ 276	\$ 276	Based on Rhode Island specific tax regulations
G	Workers Comp	\$ 619	\$ 1,647	\$ 5,749	$G = A * 2080 * 2%$
H	Health Insurance	\$ 6,594	\$ 6,594	\$ 6,594	Based on publically available data
I	Retirement	\$ 2,010	\$ 5,352	\$ 18,684	$I = A * 2080 * 6.5%$
J	Dental, Vision, Life, Disability	\$ 400	\$ 400	\$ 400	Based on publically available data
K	<u>Other Benefits</u>	<u>\$ 160</u>	<u>\$ 160</u>	<u>\$ 160</u>	Based on assumptions
L	ERE per Employee	\$ 12,844	\$ 21,148	\$ 43,072	$L = D + E + F + G + H + I + J + K$
M	ERE Percentage	41.5%	25.7%	15.0%	$M = (2080 * A + L) / (2080 * A) - 1$

Reference E: Productivity Survey

**State of Rhode Island Office of Health and Social Services
Behavioral Health Comparison Rate Development
Reference E - Survey of Productivity Factors**

State	Service	Rate Area	Prod. Factor Low	Prod. Factor High	Adj Prod. Factor (Scrubs PTO if necessary)	Productivity Assumptions
AZ	Attendant Care	HCBS-DD	1.18	1.18	1.18	No PTO
AZ	Day treatment and training, Adult, Rural	HCBS-DD	1.14	1.19	1.19	No PTO
AZ	Day treatment and training, Adult, Urban	HCBS-DD	1.14	1.19	1.19	No PTO
AZ	Day treatment and training, Child, Rural	HCBS-DD	1.14	1.22	1.22	No PTO
AZ	Day treatment and training, Child, Urban	HCBS-DD	1.14	1.22	1.22	No PTO
AZ	Habilitation	HCBS-DD	1.28	1.28	1.28	No PTO
AZ	Habilitation Group Home	HCBS-DD	1.08	1.08	1.08	No PTO
AZ	Homemaker	HCBS-DD	1.14	1.14	1.14	No PTO
AZ	Respite	HCBS-DD	1.03	1.18	1.18	No PTO
CA	Behavior Management	HCBS DD	1.23	1.24	1.12	Includes PTO
CA	Behavioral Analyst	HCBS DD	1.38	1.52	1.37	Includes PTO
CA	Community Care Facility	HCBS DD	1.16	1.16	1.05	Includes PTO
CA	Community Crisis Home	HCBS DD	1.18	1.18	1.07	Includes PTO
CA	Crisis Evaluation and Behavioral Intervention	HCBS DD	1.42	1.43	1.29	Includes PTO
CA	Crisis Evaluation and Behavioral Intervention, Para	HCBS DD	1.32	1.33	1.21	Includes PTO
CA	Independent Living	HCBS DD	1.24	1.29	1.16	Includes PTO
CA	Personal Assistance	HCBS DD	1.24	1.29	1.16	Includes PTO
GA	Community Living Support	HCBS BH and DD	1.33	1.33	1.33	Unclear
GA	Community Residential Alternative	HCBS BH and DD	1.33	1.33	1.33	Unclear
GA	Respite	HCBS BH and DD	1.33	1.33	1.33	Unclear
IN	Case Manager	HCBS A&D	1.38	1.38	1.38	No PTO
IN	Direct Care Worker Staff	HCBS A&D	1.06	1.06	1.06	No PTO
IN	Direct Care Worker Supervisor	HCBS A&D	1.32	1.32	1.32	No PTO
IN	Licensed Practical Nurse (LPN)	HCBS A&D	1.13	1.13	1.13	No PTO
IN	Physical, Occupational, or Speech Therapist	HCBS A&D	1.05	1.05	1.05	No PTO
IN	Registered Nurse (RN)	HCBS A&D	1.09	1.09	1.09	No PTO
MD	Facility Based	Brain Injury Waiver	1.24	1.24	1.24	Unclear
MD	Home based (lisc)	Brain Injury Waiver	1.38	1.38	1.38	Unclear
MD	Home based (un-lisc)	Brain Injury Waiver	1.15	1.15	1.15	Unclear
MD	Home-based (daily)	Brain Injury Waiver	1.05	1.05	1.05	Unclear
ME	Agency Home Support	HCBS-AD	1.05	1.05	1.05	No PTO
ME	Behavioral Consultation	HCBS-AD	1.30	1.30	1.30	No PTO
ME	Career Planning	HCBS-AD	1.28	1.28	1.28	No PTO
ME	Community Supports	HCBS-AD	1.19	1.23	1.23	No PTO
ME	Crisis Intervention	HCBS-AD	1.05	1.10	1.10	No PTO
ME	Employment Specialist Services	HCBS-AD	1.20	1.20	1.20	No PTO
ME	Home Support	HCBS-AD	1.05	1.13	1.13	No PTO
ME	Occupational Therapy	HCBS-AD	1.30	1.30	1.30	No PTO
ME	Qualified Extra Support Service	HCBS-AD	1.06	1.06	1.06	No PTO
ME	Respite	HCBS-AD	1.04	1.10	1.10	No PTO
ME	Skilled Nursing	HCBS-AD	1.30	1.30	1.30	No PTO
ME	Supported Living	HCBS-AD	1.05	1.05	1.05	No PTO
ME	Therapies	HCBS-AD	1.30	1.30	1.30	No PTO
ME	Work Support-indv	HCBS-AD	1.21	1.21	1.21	No PTO
NY	Community Psychiatric Supportive Treatment, face-to-face; per 15 min	HCBS-BH/MH	1.50	1.50	1.50	Unclear
NY	Habilitation educational, waiver	HCBS-BH/MH	1.50	1.50	1.50	Unclear
NY	Habilitation prevocational, waiver; per hour	HCBS-BH/MH	1.50	1.50	1.50	Unclear
NY	Habilitation, residential - waiver, 15 minutes	HCBS-BH/MH	1.50	1.50	1.50	Unclear
NY	Habilitation, supported employment, waiver; per 15 minutes	HCBS-BH/MH	1.50	1.50	1.50	Unclear
NY	Ongoing support to maintain employment, per 15 minutes	HCBS-BH/MH	1.50	1.50	1.50	Unclear
NY	Psychosocial rehabilitation services; per 15 minutes	HCBS-BH/MH	1.50	1.50	1.50	Unclear
NY	Psychosocial Rehabilitation; per diem	HCBS-BH/MH	1.50	1.50	1.50	Unclear
NY	Self Help / Peer Services, per 15 minutes	HCBS-BH/MH	1.50	1.50	1.50	Unclear
NY	Skills training and development; per 15 minutes	HCBS-BH/MH	1.50	1.50	1.50	Unclear
NY	Supported Employment	HCBS-BH/MH	1.50	1.50	1.50	Unclear
OR	Adult 24 hr, Residential	HCBS-DD	1.18	1.18	1.07	Includes PTO
OR	Attendant Care	HCBS-DD	1.28	1.28	1.16	Includes PTO
OR	Child 24 hour residential	HCBS-DD	1.22	1.22	1.10	Includes PTO
OR	Professional Behavior Services	HCBS-DD	1.46	1.57	1.42	Includes PTO
OR	Transportation	HCBS-DD	1.48	1.73	1.57	Includes PTO
VA	Congregate Residential Support	Dept of BH and DD	1.14	1.14	1.03	Includes PTO
VA	Day Supports	Dept of BH and DD	1.23	1.29	1.16	Includes PTO
VA	Nursing-LPN	Dept of BH and DD	1.41	1.41	1.25	Includes PTO
VA	Nursing-RN	Dept of BH and DD	1.36	1.36	1.20	Includes PTO
VA	Other Therapeutic Consultation	Dept of BH and DD	1.53	1.53	1.35	Includes PTO
VA	Psychologist/Psychiatrist	Dept of BH and DD	1.53	1.53	1.35	Includes PTO
VA	Residential Support, in home	Dept of BH and DD	1.22	1.22	1.10	Includes PTO
VA	Supported Employment	Dept of BH and DD	1.28	1.28	1.15	Includes PTO
VA	Therapist/Psych	Dept of BH and DD	1.53	1.53	1.35	Includes PTO
WY	Adult Day, Residential Habilitation	Brain Injury Waiver	1.13	1.13	1.13	No PTO
WY	Case Management	Brain Injury Waiver	1.50	1.50	1.50	No PTO
WY	Cognitive Retraining	Brain Injury Waiver	1.07	1.07	1.07	No PTO
WY	Community Integration Services	Brain Injury Waiver	1.17	1.17	1.17	No PTO
WY	Companion, Homemaker, Personal Care, Respite	Brain Injury Waiver	1.03	1.03	1.03	No PTO
WY	Crisis Intervention	Brain Injury Waiver	1.11	1.11	1.11	No PTO
WY	Individual Habilitation Training	Brain Injury Waiver	1.08	1.08	1.08	No PTO
WY	Supported Living	Brain Injury Waiver	1.19	1.19	1.19	No PTO
WY	Transportation	Brain Injury Waiver	1.48	1.48	1.48	No PTO
Average						1.24
Average for Services w/out PTO adjustment						1.19
Average for Services w/PTO adjustment						1.21

Service Group	Avg Productivity Factor	Min	Max	Standard Deviation	Number of Observations
Behavioral Services	1.30	1.12	1.42	0.13	4
Case Manager	1.44	1.38	1.50	0.08	2
Crisis Evaluation	1.25	1.21	1.29	0.06	2
Crisis Intervention	1.11	1.10	1.11	0.01	2
Day Services	1.19	1.13	1.22	0.03	6
Direct Care Staff	1.06	1.06	1.06	0.00	1
Facility	1.30	1.24	1.33	0.05	3
Habilitation	1.35	1.08	1.50	0.20	7
Home Support	1.13	1.03	1.38	0.09	15
Nursing	1.19	1.09	1.30	0.08	5
Peer Support	1.50	1.50	1.50	0.00	1
Psych	1.44	1.35	1.50	0.08	5
Residential Service	1.22	1.07	1.50	0.24	3
Respite	1.20	1.10	1.33	0.12	3
Skills Training	1.30	1.15	1.50	0.14	7
Supervisor	1.32	1.32	1.32	0.00	1
Therapy	1.21	1.05	1.35	0.14	5
Transportation	1.53	1.48	1.57	0.07	2

Source: State rate models

Adjusted productivity assumes the highest productivity factor and nets out PTO where applicable

Reference F: Span of Control

State of Rhode Island Office of Health and Social Services Behavioral Health Comparison Rate Development Reference F - Span of Control Survey		
State	Span of Control	Service
AZ	.01 hours per hour	Habilitation
AZ	.01-.03 hours per hour	Respite
AZ	.02 hours per hour	Attendant Care
AZ	.02 hours per hour	Homemaker
CA	1 to 10	DDD Services
CO	1 to 10	Residential Habilitation
CO	1 to 10	Supported Employment
CO	1 to 10	Behavioral Services
CO	1 to 15	Host Home
CO	1 to 18	Group Home
IN	1 to 10	Other HCBS
IN	1 to 13	Respite
IN	1 to 8	Transportation HCBS
IN	1 to 8	Adult Family Care
IN	1 to 8	Attendant Care
IN	1 to 8	Behavior Management
IN	1 to 8	Residential Habilitation
IN	1 to 8	Structured Day
KS	1 to 9.66	N/A
MN	1 to 8 (12.8%)	DDD Waiver
OR	1 to 8	Attendant Care, Transportation
Other Literature	From 1:8 to 1:12	N/A
WY	1 to 9	Brain Injury Waiver

Source: State rate models

Reference G: Non Service Load

State of Rhode Island Office of Health and Social Services Behavioral Health Comparison Rate Development Reference G - Non Service Load Survey						
State	Service	Rate Area	Admin & Overhead	Program Support (includes Supervisor where applicable)	Total (% of total rate)	Supervisor a Separate Component in Rate
AZ	Attendant Care	HCBS DD	8%	11%	20%	Yes
AZ	Day treatment and training, Adult, Urban	HCBS DD	6%	41%	47%	Yes
AZ	Habilitation	HCBS DD	8%	12%	20%	Yes
AZ	Homemaker	HCBS DD	8%	11%	20%	Yes
AZ	Respite	HCBS DD	8%	11%	19%	Yes
CA	Behavior Management	Dept. of BH and DD	12%	38%	50%	Yes
CA	Behavioral Analyst	Dept. of BH and DD	12%	6%	18%	No
CA	Crisis Evaluation and Behavioral Intervention	Dept. of BH and DD	12%	6%	18%	No
CA	Crisis Evaluation and Behavioral Intervention, Para	Dept. of BH and DD	12%	23%	35%	Yes
CA	Personal Assistance	Dept. of BH and DD	12%	19%	31%	Yes
IN	Attendant Care/Homemaker/respite	HCBS-DD	19%	4%	23%	No
ME	Behavioral Consultation	HCBS-AD	10%	8%	18%	No
ME	Crisis Intervention	HCBS-AD	10%	12%	22%	No
ME	Home Support	HCBS	10%	19%	29%	No
ME	Respite	HCBS-AD	10%	16%	27%	No
ME	Skilled Nursing	HCBS-AD	10%	8%	18%	No
ME	Therapies	HCBS-AD	10%	11%	21%	No
OR	Adult 24 hr. Residential	HCBS-DD	15%	16%	31%	No
OR	Attendant Care	HCBS-DD	15%	13%	28%	Yes
OR	Child 24 hour residential	HCBS-DD	15%	14%	29%	No
OR	Professional Behavior Services	HCBS-DD	15%	7%	22%	No
VA	Congregate Residential Support	HCBS-DD	11%	18%	29%	No
VA	Nursing-LPN	HCBS-DD	11%	18%	29%	Yes
VA	Nursing-RN	HCBS-DD	11%	11%	22%	No
VA	Other Therapeutic Consultation	Dept. of BH and DD	11%	14%	25%	No
VA	Psychologist/Psychiatrist	Dept. of BH and DD	11%	12%	23%	No
VA	Residential Support, in home	HCBS-AD	20%	33%	53%	No
VA	Therapist/Psych	HCBS-DD	11%	10%	21%	No
Average			12%	15%	27%	

Source: State rate models