

Behavioral Health Comparison Rate Development: Phase 1 Draft Rates For Feedback

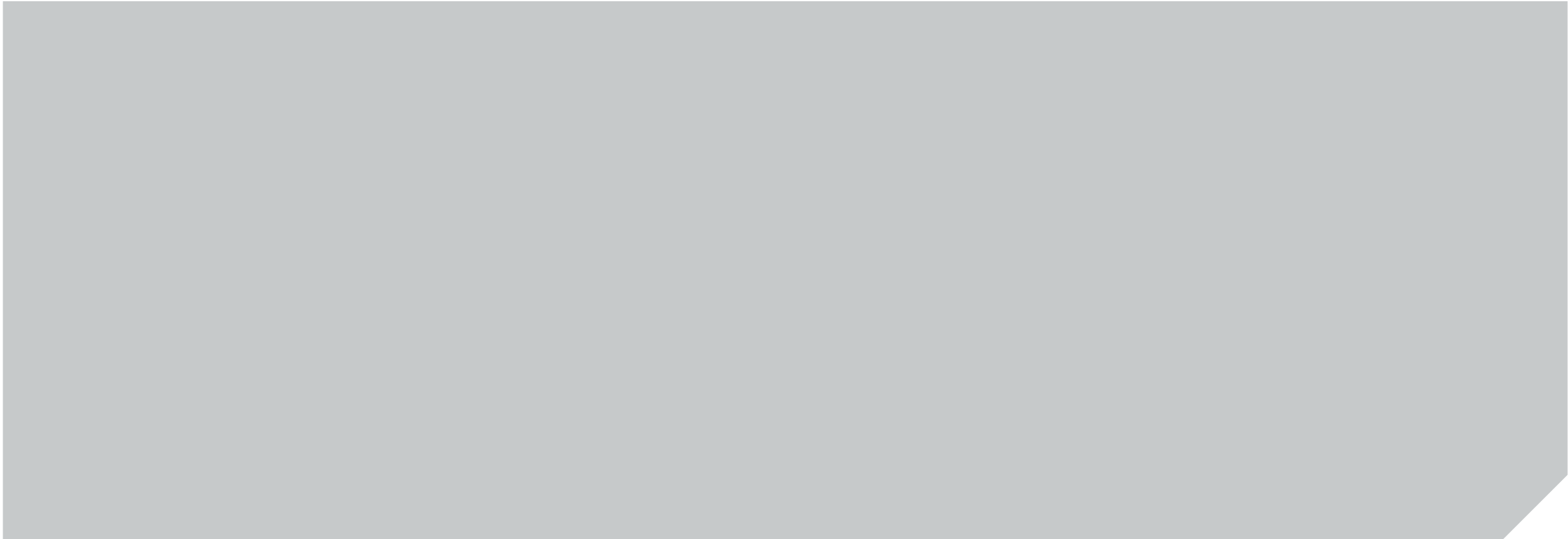
Washington State Health Care Authority



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MAY 17, 2022



Agenda

- Project context and purpose
- Included services for Phase 1 behavioral health (BH) comparison rates
- Phase 1 BH rate development activities
- Overview of comparison rate development approach
- Review of assumptions applicable across services
 - Provider groupings
 - Wages and transportation
 - Employee related expense assumptions
 - Paid time off and training
 - Indirect time and productivity
 - Administration and program support
- Additional assumptions specific to service type
- Next steps

HCA Leads

- Catrina Lucero, Deputy Chief Financial Officer (DCFO) of Health Care, Financial Services Division
- Jason McGill, Assistant Director Medicaid Program Division

Key Milliman Staff

- Jennifer Gerstorff, FSA, MAAA
- Jeremy Cunningham, FSA, MAAA
- Mac Xu, FSA, MAAA
- Gwyn Volk, Senior Healthcare Consultant
- Joseph Whitley, Healthcare Consultant

Project Context and Purpose

Context for Behavioral Health (BH) Comparison Rates

- Consistent with HCA's overall managed care strategy to ensure high quality, cost-effective care to all clients within the Medicaid program
- Divided into two phases:
 - Phase 1 – focuses on the development of initial comparison rates
 - Phase 2 – further explores key payment rate assumptions and refines and expands on comparison rates developed in Phase 1
- Legislatively funded
- Considered in conjunction with HCA's current exploration of the development and implementation of a sustainable, alternative payment model for certified community behavioral health services, including the certified community behavioral health clinic (CCBHC) model.* HCA is in the planning process for this legislatively-mandated initiative and will provide additional updates in the near future.

* Washington State Legislature. ESSB 5693. Proviso 106. Accessed online: <https://lawfilesexxt.leg.wa.gov/biennium/2021-22/Pdf/Bills/Senate%20Passed%20Legislature/5693-S.PL.pdf?q=20220311101341>

Purpose of BH Comparison Rate Project

- Develop and publish Medicaid behavioral health comparison rates that are consistent with efficiency, economy, quality of care, and access to care. These comparison rates are specific to services provided under Section 13d of the State Plan.
- Provide an examination and understanding of the provider resources involved in delivering individual covered BH services.
- Provide transparent payment rate benchmarks for use by all stakeholders, including during negotiations between payors and providers. While rates are benchmarks that will allow HCA and other stakeholders to make a number of meaningful comparisons to better understand the difference between the cost of delivering services and the current payment arrangement, **they do not constitute a requirement or commitment that MCOs or other payers should adjust current payment arrangements to match these benchmarks.**
- Support HCA's ability to:
 - Improve transparency in analysis and communication between HCA and other stakeholders, such as the program's authorizing environment (i.e., State Legislature and Office of Financial Management), providers, insurers, and advisory work groups
 - Evaluate variation in provider payments by comparing actual payment rates to comparison benchmark rates.
 - Make informed decisions when proposing changes to covered benefits.

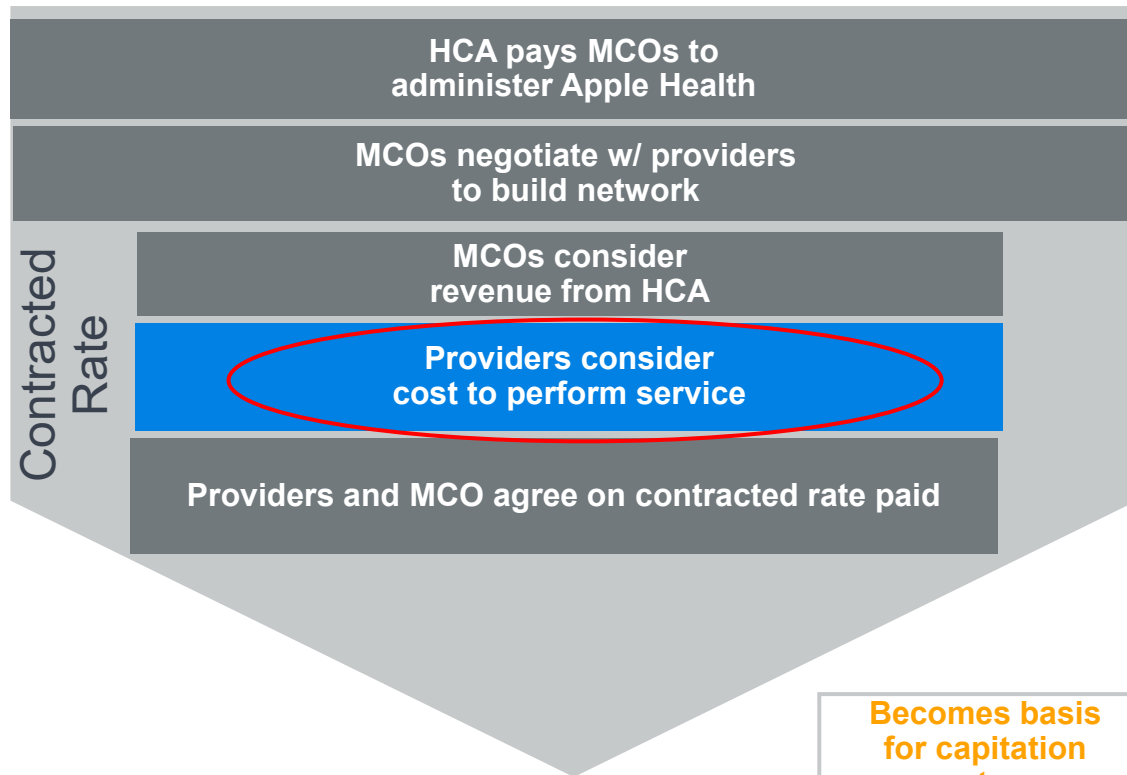
Purpose of BH Comparison Rate Project, cont'd

- Authorized funding for this project is limited to the development of behavioral health comparison rates
 - Phase 1: 2021-2023 State Operating Budget, Section 215, proviso #98 of Engrossed Substitute Senate Bill 5693
 - Phase 2: 2021-2023 State Operating Budget, Section 215, proviso #106 of Engrossed Substitute Senate Bill 5693
- HCA is not currently considering the adoption of comparison rates developed under this project as a state fee-for-service fee schedule or a state-directed minimum fee schedule under managed care.
- Results of Phase 1 of this project will not be directly incorporated into the state's managed care capitation rate development. While it is not intended to create a new payment model or fee schedule, it is intended to improve transparency and understanding of the cost of behavioral services delivered to Medicaid clients in order to inform future policy approaches and decisions for the program by the HCA and its authorizing environment.
- Absent future state policy changes, the resulting comparison rates will not be directly incorporated into the state's managed care capitation rate development. To the extent that MCOs and providers start to modify their contracted rates to better align with the comparison rates, the capitation rates for future periods might change accordingly to reflect such provider contracting changes.
- Potential future changes to fee schedules and/or managed care capitation rates will be evaluated for materiality and applicability, and any changes would need to comply with the relevant federal and state regulations.

Provider Costs Embedded in Capitation Rates



Provider Contracted Rate w/MCOs



Capitation Rate Setting



Capitation Rates Notes

- MCO capitation rates are based on the **cost to the MCO** to administer the Apple Health program
- Key elements of MCO cost are **MCO payments to providers** for Medicaid clients
- Provider costs are a consideration in MCO and provider negotiations when contracting
- **Provider service costs currently embedded** in claims and non-claim benefit cost used in MCO rate setting

Becomes basis for capitation rates

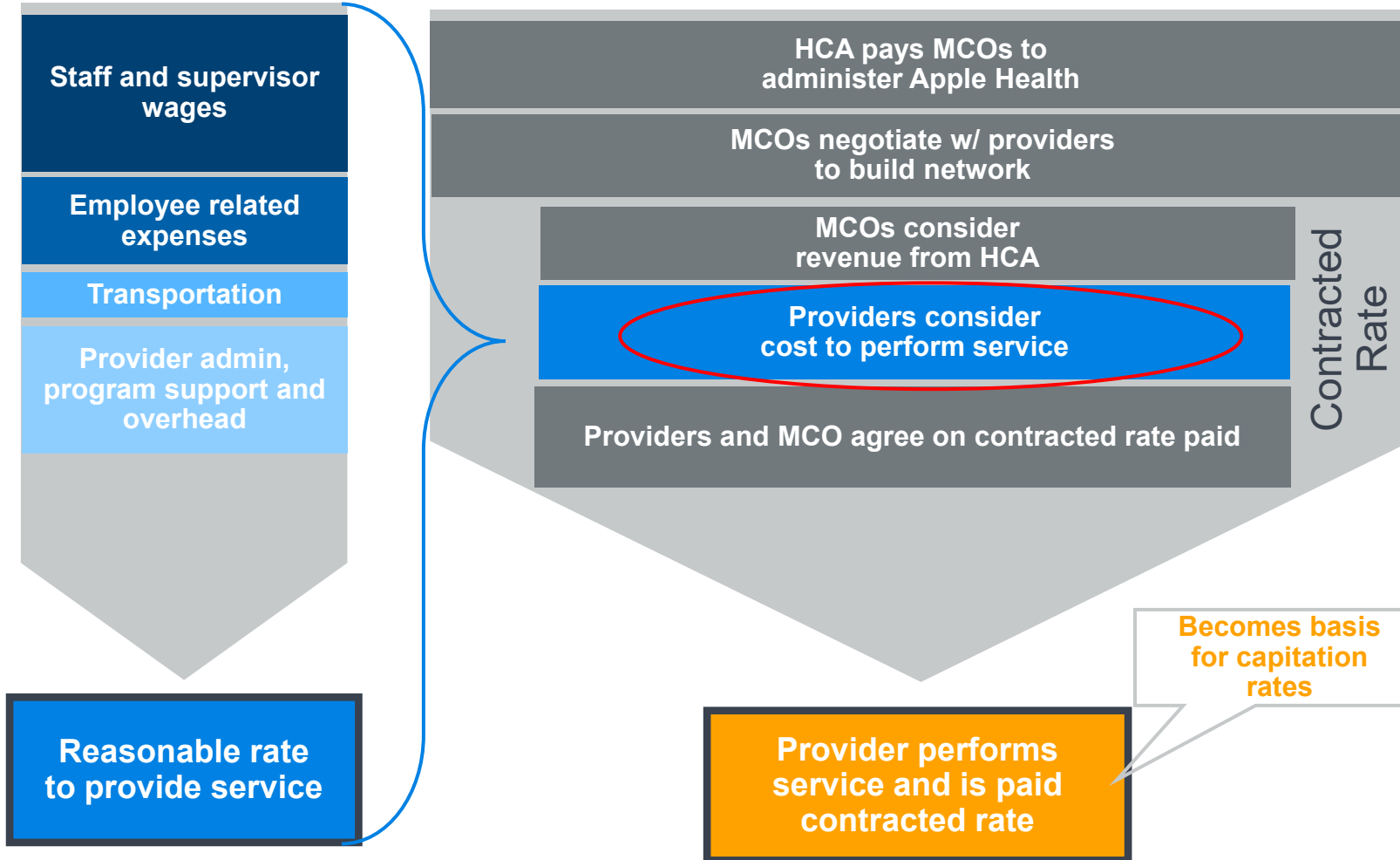
Provider performs service and is paid contracted rate

Comparison Rates Increase Transparency in Cost



Comparison Service Rate

Provider Contracted Rate w/MCOs



Comparison Service Rates Notes

- Provider costs are a consideration in MCO and provider negotiations when contracting
- Provider service costs are currently embedded in MCO payments used in capitation rate setting
- Development of comparison rates illustrate key components of service cost for providers
- **Comparison rates increase transparency for embedded costs**

Included Services for Phase 1 BH Comparison Rates

Phase 1 BH Comparison Rate Development – Included Services

- Services with over \$1M in Calendar Year (CY) 2020 payments* at the HCPCS code level
- Service types
 - Mental health (MH) outpatient (including PACT and WISe team services)
 - Substance use disorder (SUD) outpatient
 - SUD residential
- The following services are not included given their unique nature and considerations:
 - MH residential services
 - Crisis services
 - Opioid Treatment Programs (OTP)
 - Secure Withdrawal Management
- Included services represent over 80% of non-inpatient hospital BH payments based on a review of CY 2020 experience data.

* Proxy priced shadow encounters and encounters paid directly to providers by MCOs.

MH Outpatient Services

Modality	HCPCS	SERI Description*
Intake Evaluation	90791	Psych Diag. Eval
	90792	Psych Diag. Eval w/ med srvcs
	H0031	MH health assess by non-MD
	99205	Office/OP visit, new patient, high MDM or 60-74 total time of encounter
Individual Treatment Services	90832	Psychotherapy w/ PT. and/or fam. mem., approx. 30 mins.
	90834	Psychotherapy w/ PT and/or fam. mem., approx. 45 mins
	90837	Psychotherapy approx. 60 mins w/ PT and/or fam. mem.
	H0004	BH cnsling and ther., per 15 minutes
	H0036	Comm. psych. supp. tx., face-face, per 15 mins
	H2014	Skills train and dev, per 15 mins
	H2015	Comprehensive community support services, per 15 mins
Family Treatment	90846	Fam. psychother. w/o PT
	90847	Fam. psychother. w/ PT present
Group Treatment Services	90853	Grp psychother. (other than of a multiple-fam. grp)
Medication Management	99213	Office/OP visit, established patient, low MDM or 20-29 minutes total time of encounter.
	99214	Office/OP visit, established patient, moderate MDM or 30-39 minutes total time of encounter.
	99215	Office/OP visit, established patient, high MDM or 40-54 minutes total time of encounter.
Peer Support	H0038	Self-help/peer srvcs, per 15 mins

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*Washington State Health Care Authority, March 1, 2021. IMC Service Encounter Reporting Instructions to be implemented on or before July 1, 2021.

SUD Outpatient Services

Modality	HCPCS	SERI Description*
Outpatient Treatment	H0004	Behav. Hlth Cnslng and thrpy, per 15 mins
	96164	Behav. Hlth Intrvtn. w/ grp (2 or more) face to face, first 30 minutes
	96165	Behav. Hlth Intrvtn. w/ grp (2 or more), face-to-face; each additional 15 minutes (List separately in addition to code for primary service)
Assessment Services	H0001	Alcohol/drug assessmt
Case Management	T1016	Case management, each 15 mins

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*Washington State Health Care Authority, March 1, 2021. IMC Service Encounter Reporting Instructions to be implemented on or before July 1, 2021.

SUD Residential Services

Modality	HCPCS	SERI Description*
Withdrawal Management	H0010	Alcohol/drug services; subacute detox in Free Standing E&T facility, per diem (inpatient residential addiction program); Use this code for Clinically Managed Withdrawal Management
	H0011	Alcohol/drug services; acute detox in Free Standing E&T facility, per diem (inpatient residential addiction program); Use this code for Medically Monitored Withdrawal Management
Intensive Inpatient Residential Services	H0018	Behavioral health; short-term resid. (nonhospital residential trx program), w/o room and board, per diem; ASAM Level 3.5.

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*Washington State Health Care Authority, March 1, 2021. IMC Service Encounter Reporting Instructions to be implemented on or before July 1, 2021.

- For purposes of H0018, preliminary payment rates were developed as follows:
 - ASAM Level 3.5 – Adult
 - ASAM Level 3.5 – Adult co-occurring
 - ASAM Level 3.5 – Youth
 - ASAM Level 3.5 – Pregnant and Parenting Women (PPW)
- HCA is evaluating the use of additional modifiers for H0018 to reflect ASAM Level 3.5 variations and changes to the code sets and billing descriptions in SERI to support billing of the various ASAM Level 3.5 rates listed above.
- SUD residential services not included in Phase 1 comparison rates
 - H0019 – long-term residential services for ASAM Level 3.3 – has not been developed as there are no facilities dedicated only to ASAM Level 3.3 (which also may be removed from ASAM in future), and the range of ASAM Level 3.5 comparison rates reflects a wide variety of needs including Pregnant and Parenting Women (PPW).
 - H0017 – Secure Withdrawal Management – will be considered as part of Phase 2 of the BH comparison rate development
- Room and board costs are not included in comparison rates as these are not allowable costs per Medicaid federal regulations.

Phase 1 BH Rate Development Activities

Phase 1 Activities

Kickoff and Workgroup Engagement

Oct – Nov 2021

- Released communication announcing initiative to all providers and MCOs
- Conducted kick-off webinar
- Engaged workgroup members
- Conducted initial cross-workgroup meeting

Conduct Technical Workgroups

Nov 2021 – April 2022

- Three technical workgroups (4 meetings each)
 - MH outpatient
 - SUD outpatient
 - SUD residential
- WISe and PACT subgroups (1 meeting each)
- Two cross-workgroup meetings to provide an overview of the rate buildup approach (January 2022) and review assumptions common across services (March 2022)

Obtain All Stakeholder Feedback

May – June 2022

- Release draft rates and assumptions to all stakeholders for feedback
- Incorporate feedback as appropriate and update documentation of assumptions and results
- Finalize report

Stakeholders are invited to provide feedback at any point in the project via AppleHealth.Info@Milliman.com.

Workgroup Members

MH Outpatient Workgroup

- HCA workgroup leads
 - Teresa Claycamp, Program Manager Integrated Managed Care
 - Kara Paneck, BH Program Supervisor
 - Catrina Lucero, DCFO
- Workgroup members (invited)
 - Yoon Joo Han, BH Services Director, Asian Counseling
 - Teri L. Card, CEO, Greater Lakes
 - Monica Bernhard, COO, Kitsap MH
 - Jenny Billings, CEO, Lake Whatcom Counseling
 - David McClay, CEO, Okanogan BH
 - Tanya McNeail, ED, West End Outreach Services
 - Rebecca Hammill, ED, Passages
 - Shekh Ali, CEO, Valley Cities
 - Mary Stone-Smith, Catholic Community Services

SUD Outpatient Workgroup

- HCA workgroup leads
 - Ruth Leonard, Section Supervisor
 - Eliza Smith, Medicaid Program Specialist
 - Christy Vaughn, Healthcare Rates and Finance Section Manager
- Workgroup members (invited)
 - Mario Paredes, ED, Consejo Youth and Family
 - Thomas Russell, CEO, Daybreak
 - Joe Foster, CEO, Lifeline
 - Dimita Warren, Administrator/Business Manager, Blue Mountain
 - Edie Dibble, Chief Integration & MC Officer, Comprehensive Healthcare
 - Sara Clark, Director, First Steps
 - Diane Eagleton, President and CEO, Seattle Counseling Services
 - Mary Stone-Smith, Catholic Community Services

SUD Residential Workgroup

- HCA workgroup leads
 - Edward Michael, SUD Services Supervisor
 - Diana Cockrell, Children Youth & Family BH Services Section Manager
 - Michele Wilsie, BH Managed Care Rates and Finance Unit Manager
- Invited Workgroup members (invited)
 - Mike Grundy, VP Business, Excelsior
 - Leslie Blake, Program Manager, Visions Youth Treatment
 - Amber Blanco, Controller, Triumph
 - Shermoin Clardy, Director of Residential & Family Recovery Programs, Evergreen Recovery Centers
 - Linda Grant, CEO, Evergreen Recovery Centers
 - Jim Coffee, CEO, Cowlitz Family
 - Dennis Neal, CEO, Northwest Resources
 - Diahann Barrera, CFO, Comprehensive Healthcare
 - Kristen Prentice, Program Director, Seamar
 - Caroll Opel, Administrator, ABHS
 - Scott Munson, Executive Director, Sundown Ranch

Overview of Comparison Rate Development Approach

Independent Rate Model Framework

Overview



Ground-up approach

- Rates are built from the ground up
- Based on sum of independently determined rate inputs and components
- Inputs are based on expected resources required to provide the service



Commonly applied method for rate determination for community-based services including behavioral health

- Many states employ independent rate model approach
- One acceptable method based on CMS guidance for home and community-based services



Benefits

- Provides transparency as to the reasonable costs required to provide the service
- Facilitates payment rate updates and modification efforts
- Facilitates comparison of actual costs of providing services
- Developed independently from actual costs incurred

Independent Rate Model Framework

Major Components and Elements

Clinical Staff and Supervisor Salaries and Wages	Service-related Time	Direct time	<ul style="list-style-type: none"> Corresponding time unit or staffing requirement assumptions where not defined. Adjusted for staffing ratios for some services (i.e., more than one person served concurrently, e.g., in group counseling sessions).
		Indirect time	<ul style="list-style-type: none"> Service-necessary planning, note taking and preparation time
		Transportation time	<ul style="list-style-type: none"> Travel time related to providing service
		PTO/training/ conference time	<ul style="list-style-type: none"> Paid vacation, holiday, sick, training and conference time. Also considers additional training time attributable to employee turnover
	Supervisor time	<ul style="list-style-type: none"> Accounted for using a span of control variable 	
	Wage Rates	Can vary for overtime and weekend shift differentials	<ul style="list-style-type: none"> Wage rates vary depending on types of direct service employees, which have been assigned to provider groups
	Stipends	Payments for on-call capacity	<ul style="list-style-type: none"> Used for selected services
Employee Related Expenses	Payroll-related Taxes and Fees	Federal Insurance Contributions Act (FICA), Federal Unemployment Tax Act (FUTA), State Unemployment Insurance (SUI), Workers Compensation	<ul style="list-style-type: none"> Applicable to all employees, and varies by wage level assumption
	Employee Benefits	Health, dental, vision, life and disability insurance, and retirement benefits	<ul style="list-style-type: none"> Amounts may vary by provider group
Transportation – Fleet Vehicle Expense	Vehicle Operating Expenses	Includes all ownership and maintenance-related expenses	<ul style="list-style-type: none"> Varies by service. Some services assume employee-owned vehicle at federal rate. Other services assume fleet vehicle expenses or vans.
Administration, Program Support, Overhead	All other business-related costs	Includes program operating expenses, including management, accounting, legal, information technology, etc.	<ul style="list-style-type: none"> Room and board is excluded per federal Medicaid regulations

Independent Rate Model Framework

Framework is adjusted to reflect complexity of modality and/or service delivery model

Description	Examples
Per unit - One clinical staff person with presence of clinical staff supervisor	Psychotherapy, e.g., 90832 and 90834
Per unit - Team staffing approach (e.g., a multi-disciplinary team). Clinical team members' time is expected to be used and can be determined on a per unit basis.	90792 - Psychiatric Diagnostic Eval w/medical services
Case load - Determine costs on a monthly basis, then convert to service unit based on assumptions related to the average number of individuals served and/or units provided during the month	WISe and PACT
Shift-based rate model - Used for services when more than one individual is served, typically in a residential setting, where clinical staff are expected to be on-site for scheduled periods or shifts, set up to provide service coverage over an extended period of time, or on a 24/7 basis.	SUD residential care

Key Aspects of Preliminary BH Comparison Rates Developed for Phase 1

- Represent a future period – Calendar Year (CY) 2023
- Are specific to provider type for non-SUD residential services
- Vary to reflect differences in wages, travel distance and other considerations
- Reflect provider workgroup feedback regarding staffing, productivity, and the desired level of wages considering workforce constraints and preferred service delivery approach
- Might not be appropriate for individual providers, e.g., to the extent that their wages are materially different than what is included in this modeling

Type of Service	Wages (high cost wage region and all other)	Travel (urban, rural, frontier)	Rates Are Specific to Provider Type*	Other
MH Outpatient	Yes	Yes	Yes	None
SUD Outpatient	Yes	Yes	Yes	None
SUD residential	Yes	Not applicable	Not applicable – rates are specific to ASAM level and population	Adult Adult co-occurring Pregnant and parenting women Youth
Withdrawal management	Yes	Not applicable	Not applicable	None

* Current payment rates might not be specific to behavioral health provider type (e.g., clinical psychologist versus Master's Level MHP) so additional changes might be needed to billing and payment arrangements to support provider type-specific payment rates.

Key Aspects of Preliminary BH Comparison Rates Developed for Phase 1, cont'd

- Preliminary comparison rate levels greatly impacted by the following assumptions:
 - Wage levels including historical wage experience, the percentile used from BLS, and prospective trend rate
 - Use of 2021 experience in identifying the proportion of services provided in the home setting to support development of transportation rate component assumptions
 - Service-specific indirect time
 - Clinicians' overall productivity
 - Group size (specific to services provided in a group setting)
- Preliminary rates and related assumptions will require more review and analysis during Phase 2 of the comparison rate development, in particular related to wages, health insurance, and administrative costs.

Review of Assumptions Common Across Services

- Provider Groupings
- Wages and Transportation
- Employee Related Expense Assumptions
- PTO and Training/Conference Time
- Indirect Time and Productivity
- Administration and Program Support

Use of Provider Groupings

Allows for applying some assumptions at the broader provider grouping level (e.g., health insurance)

State of Washington Health Care Authority Behavioral Health Comparison Rate Development Crosswalk of Provider Types from SERI to Provider Groupings		
Provider Types	SERI Taxonomy Code	Provider Grouping
Resident Assistant in SUD Facility (non-clinical)	Not Listed in SERI	Resident Assistant in SUD Facility (non-clinical)
Substance Use Disorder Professional Trainee (SUDPT)	101Y99995L	SUDPT
Substance Use Disorder Professional (SUDP)	101YA0400X	SUDP Bachelor's and Below
Substance Use Disorder Professional (SUDP)	101YA0400X	SUDP Master's in a Social Services Field
Medical Assistant - Certified	101Y99993L	Certified Medical Assistant
Licensed Psychologist	103T00000X	Clinical Psychologist
Licensed Practical Nurse	164W00000X	Licensed Practical Nurse
Other (Clinical Staff)	101Y99995L	Master's and Below (Non-MHP Agency-Affiliated Counselors)
Below Master's Degree	101Y99995L	Master's and Below (Non-MHP Agency-Affiliated Counselors)
Licensed Social Worker (Advanced or Independent Clinical License)	104I00000X	Master's Level Degree Licensed (MHP)
Licensed/Certified Mental Health Counselor	101YM0800X	Master's Level Degree Licensed (MHP)
Licensed Marriage and Family Therapist	106H00000X	Master's Level Degree Licensed (MHP)
Bachelor Level W Exception/Waiver	101Y99995L	Master's Level Degree Unlicensed (MHP)
Non Licensed MA/PHD	101Y99996L	Master's Level Degree Unlicensed (MHP)
Master Level with Exception/Waiver	101Y99995L	Master's Level Degree Unlicensed (MHP)
Physician Assistant (PA)	363A00000X	PAs, NPs, and Pharmacists
Pharmacist- D	183500000X	PAs, NPs, and Pharmacists
Psych, Mental Health ARNP	363LP0808X	PAs, NPs, and Pharmacists
DBHR Credentialed Certified Peer Counselor	175T00000X	Peer Support
Registered Nurse	163W00000X	Registered Nurse
Psychiatry & Neurology	2084P0800X	Specialty Physician

Development of Wage Assumptions

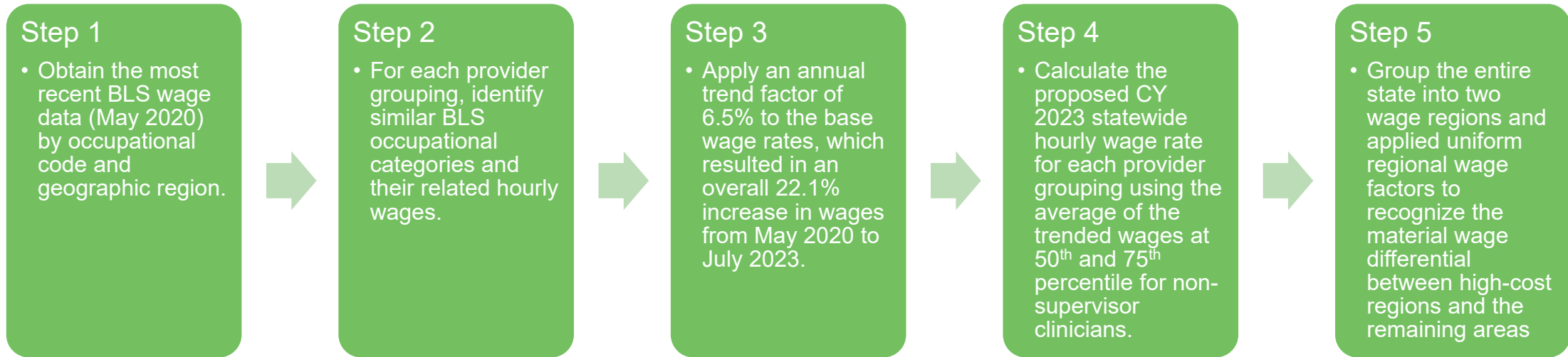
Selection of Wage Data Source

- Milliman reviewed Washington-specific Bureau of Labor Statistics (BLS) wage data (May 2020) and other publicly available wage reports, stakeholder workgroup feedback, and HCA feedback to develop the proposed wage assumptions.
- Milliman selected BLS wage data as the primary data source for the following reasons:
 - Publicly available
 - Updated on an annual basis
 - Collected in a consistent and statistically credible manner
 - Provides the most detailed wage information, allowing for wage assumptions to vary by region, by wage percentile, and by provider grouping

High Level Themes From Stakeholder Feedback

- Significant pressure on wages due to:
 - Competition from other programs and private sector
 - Employee expectations
 - Workforce shortages that predated COVID
 - Overall cost of living
- Difficulty in retaining employees at all levels due to:
 - Impact of COVID on workforce participation
 - Intensity of work in community-based mental health
 - Ability to obtain higher wages with other employers
- Clinical staff are increasingly less experienced due to difficulty in retaining more experienced staff.

Development of CY 2023 Wage Levels



The selection of the BLS wage percentiles and annual trend factor was informed by the emerging workforce-specific wage trend, stakeholder feedback, and HCA's intent to maintain a strong behavioral workforce in Medicaid to carry out behavioral health program goals in today's inflationary and workforce shortage environment.

Identification of Two Wage Regions

- Analysis of BLS wage data for the BLS occupational codes included the comparison rate analysis indicated that there was no material wage variation at the aggregate level between Metropolitan Statistical Areas (MSAs) and non-metropolitan areas outside of two high-cost MSAs.
- Payment rates will vary by two wage regions:

Wage Region #1: High Cost Areas

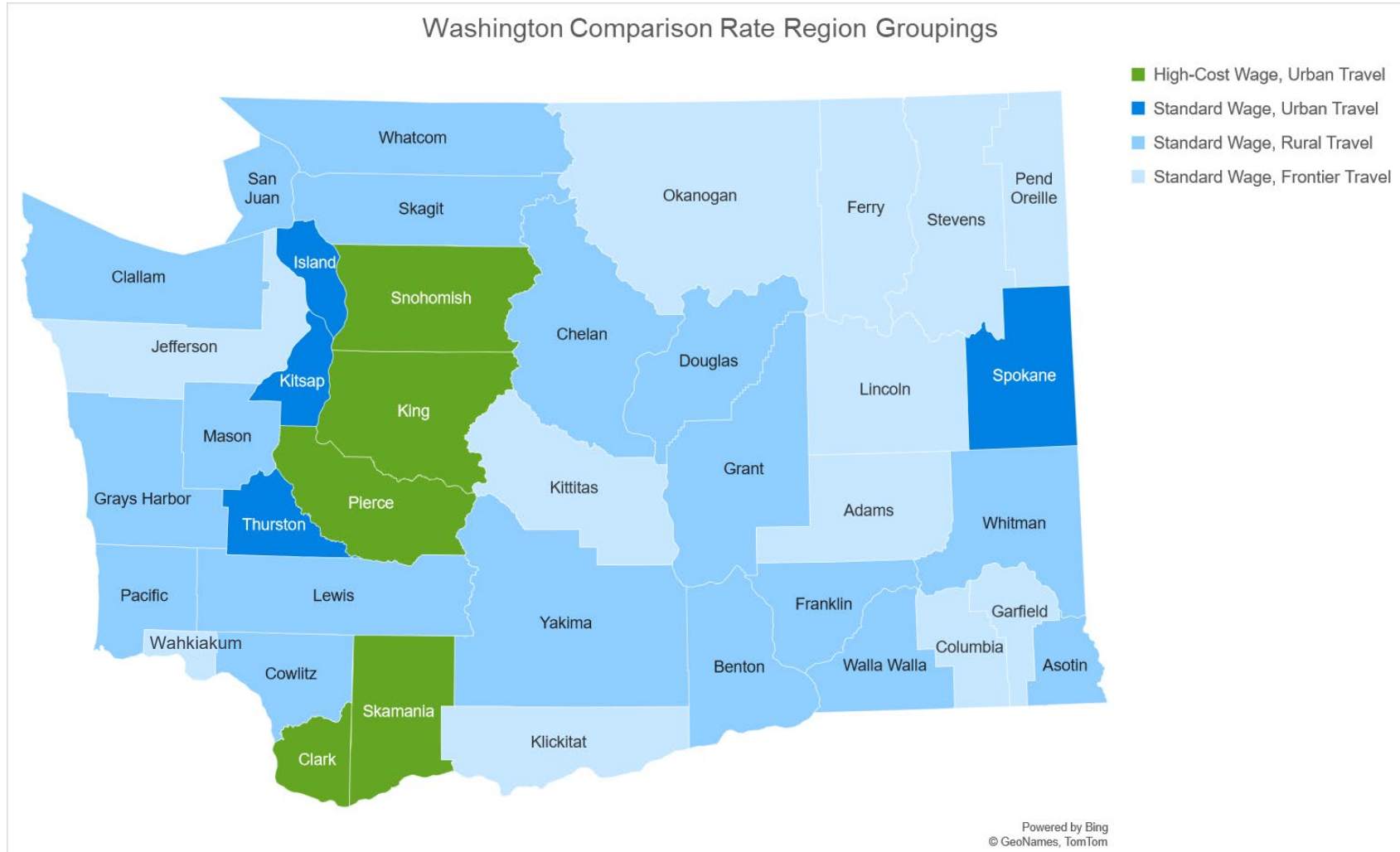
- **Seattle-Tacoma-Bellevue MSA** (includes Everett)
 - Medicaid BH enrollment in 2020 and 2021: 44%
- **Portland-Vancouver-Hillsboro MSA**
 - Medicaid BH enrollment in 2020 and 2021: 7%
- Wage Region #1 has a weighted hourly BLS wage average of \$35.82 across 14 relevant BLS jobs (May 2020).

Wage Region #2: Standard Areas

- **All other MSAs**
 - Medicaid BH enrollment in 2020 and 2021: 38%
 - 11 BLS regions with a regional enrollment weighted hourly BLS wage average of \$33.14 across 14 relevant BLS jobs (May 2020)
- **Non-MSAs**
 - Medicaid BH enrollment in 2020 and 2021: 12%
 - 2 BLS regions with a regional enrollment weighted hourly BLS wage average of \$33.08 across 14 relevant BLS jobs (May 2020)

[Attachment A-1 provides a listing of wages by provider grouping.](#)

Wage and Transportation Region Grouping



Transportation Time and Miles Assumptions

- Transportation is assumed to be applicable to all outpatient services (not SUD residential).
 - Place of service values reported on encounter data were used to determine the mix of services provided in the home and community setting by procedure code.
 - Stakeholder feedback on average miles and transportation time per trip, and experience from other states were also considered.
- The entire state (39 counties) was grouped into 3 transportation regions to recognize regional variations in terms of average transportation time and miles per trip for visits which require clinicians to travel to the patients' homes or community for service delivery, specifically:

Transportation Regions	Urban (counties with 200+ persons per sq mile)	Rural (counties with 20-200 persons per sq mile)	Frontier (counties with no more than 20 persons per sq mile)
% of Population (and Land) (for reference based on census data)	74.6% (16.9% of Land Area)	22.3% (47.9% of Land Area)	3.2% (35.2% of Land Area)
Average transportation time per trip (one-way)	30 minutes	30 minutes	40 minutes
Average miles per trip (one-way)	15 miles	23 miles	35 miles

Independent Rate Model Framework

Employee Related Expense Buildup Using BLS Wages and Other Publicly Available Data

Provider Group	A	B	C	D	E	F	G	H	I	J	K	L
	Trended Wage (Statewide)	Annual Employee Salary	Medicare	Social Security	FUTA	SUI	Workers Comp	Insurance	Retirement	ERE per Employee	ERE Percentage	Annual Salary and ERE
Notes	Trended from 5/1/2020 to 7/1/2023 at a rate of 6.5%	A * 2,080	B * 1.45%	B * 6.2% up to \$156,000 estimated taxable limit	6% of first \$7,000 earned	B * 1.45% up to \$62,500 estimated taxable limit	B * 1.5%		B * 3.6%	Sum of C through I	J / B	B * (1 + K)
Specialty Physician	\$154.67	\$321,716	\$4,665	\$9,672	\$420	\$906	\$4,826	\$7,301	\$11,582	\$39,372	12.2%	\$361,088
Clinical Psychologist	53.60	111,490	1,617	6,912	420	906	1,672	7,301	4,014	22,842	20.5%	134,332
Resident Assistant in SUD Facility (non-clinical)	22.60	47,005	682	2,914	420	682	705	7,301	1,692	14,396	30.6%	61,401
Certified Medical Assistant	28.54	59,369	861	3,681	420	861	891	7,301	2,137	16,152	27.2%	75,521
SUDPT	31.73	65,995	957	4,092	420	906	990	7,301	2,376	17,042	25.8%	83,037
SUDP Bachelor's and Below	33.44	69,550	1,008	4,312	420	906	1,043	7,301	2,504	17,495	25.2%	87,045
SUDP Master's in a Social Services Field	37.22	77,420	1,123	4,800	420	906	1,161	7,301	2,787	18,498	23.9%	95,918
Master's and Below (Non-MHP Agency-Affiliated Counselors)	33.44	69,550	1,008	4,312	420	906	1,043	7,301	2,504	17,495	25.2%	87,045
Master's Level Degree Unlicensed (MHP)	35.33	73,485	1,066	4,556	420	906	1,102	7,301	2,645	17,997	24.5%	91,481
Master's Level Degree Licensed (MHP)	39.35	81,842	1,187	5,074	420	906	1,228	7,301	2,946	19,062	23.3%	100,904
PAs, NPs, and Pharmacists	82.61	171,837	2,492	9,672	420	906	2,578	7,301	6,186	29,555	17.2%	201,391
Registered Nurse	57.92	120,465	1,747	7,469	420	906	1,807	7,301	4,337	23,987	19.9%	144,451
Licensed Practical Nurse	37.21	77,407	1,122	4,799	420	906	1,161	7,301	2,787	18,497	23.9%	95,904
Peer Support	25.61	53,263	772	3,302	420	772	799	7,301	1,917	15,284	28.7%	68,548

Note: Trended wages reflect the wage for each provider grouping as shown earlier in this presentation.

Attachment A-2 provides a description of the sources for each ERE subcomponent.



Indirect Time and Overall Productivity

- Rate modeling for mental health and SUD outpatient services relies on two assumptions to account for indirect time and reflect overall productivity levels:

Identification of average indirect time by procedure code
(see Appendix B)

Non-productive time factor

- Reflects additional time spent on non-billable activities that are part of providing overall support to the individual.
- Currently set at **20% of total hours net of PTO and training.**
- Applies to all MH and SUD OP procedure codes included in the comparison rates except for group services and case management services.

- These assumptions do not apply to SUD residential services, WISe and PACT as staffing is expressed as the number of FTEs (per team or per shift).

Example based on H0001 (alcohol/drug assessment):

A.	Direct time per unit	105.00
B.	Service-specific indirect time	30.00
C.	Transportation time	3.79
D.	Subtotal (A+B+C)	138.79
E.	PTO/training/conference/20% unproductive time adjustment factor	53%
F.	Additional minutes after applying adjustment factor (D*E)	73.56
G.	Total time per unit (D+F)	212.35
H.	Direct time as a percent of total time (A/G)	49.4%
I.	Annual PTO hours	268
J.	Annual hours	2,080
K.	Annual workable hours (J-I)	1,812
L.	Workable time as a % of total time (K/J)	87.1%
M.	Implied productivity (direct time/workable time) (H/L)	56.8%

Attachment B provides a listing of indirect time by procedure code.

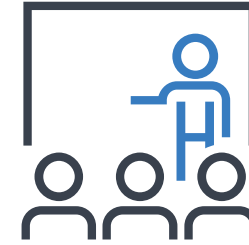
Independent Rate Model Framework

Paid Time Off, Training and Overtime/Holiday Adjustments



Paid Time Off Adjustment Factor

- Accounts for additional time that must be covered over the course of a year by other clinical staff, thereby representing additional clinical staff time per unit.
- Reflects paid vacation, holiday, and sick time.
- Annual training and/or conference time expected to be incurred by clinical staff and supervisors.



Training for New Hires

PTO adjustment factor includes an estimated increase for one-time training/onboarding and considers the frequency of this type of training time attributable to employee turnover.

PTO, Training Time, and Non-Productive Time Factor

Provider Group	A	B	C	D	E	F	G	H	I	J	K	L
	Total Hours	Paid Holidays and PTO per year	On-going training/conference time hours per year	Total	Training hours/inefficient time for each new hire	Turnover percentage	New hire training hours per year	Hours of replacement for non-productive time	Annual productive time	PTO / training / conference time adjustment factor	Additional non-productive time	Adjustment factor using additional non-productive time
				B + C			E * F	D + G	A - H	A / I - 1		A / (I * (1 - K)) - 1
Specialty Physician	2,080	268	40	308	150	35%	53	361	1,720	21.0%	20.0%	51.2%
Clinical Psychologist	2,080	268	40	308	150	35%	53	361	1,720	21.0%	20.0%	51.2%
Resident Assistant in SUD Facility (non-clinical)	2,080	268	60	328	40	35%	14	342	1,738	19.7%	20.0%	49.6%
Certified Medical Assistant	2,080	268	60	328	150	35%	53	381	1,700	22.4%	20.0%	53.0%
SUDPT	2,080	268	60	328	150	35%	53	381	1,700	22.4%	20.0%	53.0%
SUDP Bachelor's and Below	2,080	268	60	328	150	35%	53	381	1,700	22.4%	20.0%	53.0%
SUDP Master's in a Social Services Field	2,080	268	60	328	150	35%	53	381	1,700	22.4%	20.0%	53.0%
Master's and Below (Non-MHP Agency-Affiliated Counselors)	2,080	268	60	328	150	35%	53	381	1,700	22.4%	20.0%	53.0%
Master's Level Degree Unlicensed (MHP)	2,080	268	60	328	150	35%	53	381	1,700	22.4%	20.0%	53.0%
Master's Level Degree Licensed (MHP)	2,080	268	60	328	150	35%	53	381	1,700	22.4%	20.0%	53.0%
PAs, NPs, and Pharmacists	2,080	268	60	328	150	35%	53	381	1,700	22.4%	20.0%	53.0%
Registered Nurse	2,080	268	60	328	150	35%	53	381	1,700	22.4%	20.0%	53.0%
Licensed Practical Nurse	2,080	268	60	328	150	35%	53	381	1,700	22.4%	20.0%	53.0%
Peer Support	2,080	268	60	328	150	35%	53	381	1,700	22.4%	20.0%	53.0%

Definition of Administration and Program Support Costs

Generally, **administrative-related expenses** include all expenses incurred by the provider entity necessary to support the provision of services but not directly related to providing services to individuals. These expenses exclude transportation, wages and employee-related expenses for clinical care, and may include, but not be limited to:

- ✓ Salaries and wages, and related employee benefits for employees or contractors that are not direct service workers or first- and second- line supervisors of direct service workers
- ✓ Liability and other insurance
- ✓ Licenses and taxes
- ✓ Legal and audit fees
- ✓ Accounting and payroll services
- ✓ Billing and collection services
- ✓ Bank service charges and fees
- ✓ Information technology
- ✓ Telephone and other communication expenses
- ✓ Office and other supplies including postage
- ✓ Accreditation expenses, dues, memberships, and subscriptions
- ✓ Meeting and administrative travel related expenses
- ✓ Training and employee development expenses, including related travel
- ✓ Human resources, including background checks and other recruiting expenses
- ✓ Community education
- ✓ Marketing/advertising
- ✓ Interest expense and financing fees
- ✓ Facility and equipment expense and related utilities
- ✓ Vehicle and other transportation expenses not related to transporting individuals receiving services or transporting employees to provide services to individuals
- ✓ Board of director-related expenses
- ✓ Translation services

Note: Interpreter services for service delivery are paid for separately.

Program support costs include supplies, materials and equipment necessary to support service delivery.

Preliminary Administration and Program Support Cost Assumption

- One assumption will be used to reflect costs related to administration and program support.
- Preliminary assumption: 25% of total expenses for all services except for WISe and PACT, which have an administrative cost assumption of 30% to reflect the additional administrative and program oversight requirements.

Additional Assumptions Specific to Service Type

Additional Assumptions Specific to Service Type

Supervisor span of control	Staff to client ratio for group services	Staffing for SUD residential care*	WISE and PACT*
<ul style="list-style-type: none"> • Psychiatrists – 1:25 • Peer support professionals and SUD outpatient clinical staff – 1:8 • All other mental health outpatient clinical staff – 1:10 	<ul style="list-style-type: none"> • 90853 (mental health) – 4 people per staff person • 96164 and 96165 (SUD) – 10 people per staff person 	<ul style="list-style-type: none"> • Varies by ASAM level • Developed based on the number of FTEs by provider grouping for each shift • Reflects care needed for 16 individuals • Staffing by provider group may vary by facility (e.g., use of peer support professionals), but the overall level of effort and hours would be accommodated within the total hour assumptions for type of SUD residential care. 	<ul style="list-style-type: none"> • WISE and PACT rates • Number of individuals served per team <ul style="list-style-type: none"> • WISE – 12 • PACT full team – 100 • PACT half team – 50 • Number of miles driven per month per team, with variance by geographic region • Wages are increased by 10% • <i>Note:</i> WISE comparison rates are structured to cover WISE-covered services. A provider that has WISE team(s) may also separately bill for a non-WISE service delivered by non-WISE staff.

* See individual rate buildups for staffing assumptions specific to each SUD residential service and WISE and PACT teams. Staffing of teams may vary by provider (within state requirements), but the overall level of effort would be accommodated within the total hour assumptions.

Examples of CY2023 Preliminary Rate Buildups

Example Rate Buildup: 90853, Group Psychotherapy

Statewide wage, statewide travel assumption

Ref.	Description	Clinician: Master's Level Degree Licensed (MHP)	Supervisor: Master's Level Degree Licensed (MHP)	Total	Notes
A	Average minutes of direct time per unit	15.00			
B	Average minutes of indirect time per unit	8.00			
C	Average minutes of transportation time per unit	0.76			Based on separate travel build
D	Total minutes per unit	23.76			$D = A + B + C$
E	Staffing Ratio	4.00			
F	Supervisor span of control		10.00		10 employees assumed to be managed by 1 supervisor
G	Supervisor time per unit		0.59		$G = D / E / F$
H	PTO/training/conference time adjustment factor	22.4%	22.4%		Based on separate PTO build
I	Adjusted Total minutes per unit	7.27	0.73		$I = D / E * (1 + H) I = G * (1 + H)$
J	Hourly wage	\$ 39.35	\$ 43.23		Based on separate wage build
K	Total wages expense per unit	\$ 4.77	\$ 0.52	\$ 5.29	$K = J * I / 60$
L	Employee related expense (ERE) percentage	23.3%	22.3%		Based on separate ERE build
M	Total ERE expense per unit	\$ 1.11	\$ 0.12	\$ 1.23	$M = K * L$
N	Estimated average MPH			35.39	Based on estimated % of in-home services, and the following MPH: Statewide 35.4, Urban 30, Rural 45 MPH, Frontier 55
O	Estimated miles driven per unit			0.45	$O = C * N / 60$
P	Federal reimbursement rate			\$ 0.585	
Q	Transportation fleet costs per unit			\$ 0.26	$Q = O * P$
R	Administration / program support / overhead			25.0%	Portion of total rate
S	Administration Expenses			\$ 2.26	$S = R * (K + M + Q) / (1 - R)$
T	Rate Per 15 Minutes			\$9.04	$T = K + M + Q + S$

Example Rate Buildup: SUD Residential ASAM Level 3.5

Adult basic, statewide wage

		Resident Assistant in SUD Facility (non-clinical)	SUDPT	SUDP Bachelor's and Below	SUDP Master's in a Social Services Field	Licensed Practical Nurse	Specialty Physician	Total	Notes
A	First shift workers	2.00	1.00	1.00	1.50	0.50	0.20		
B	Second shift workers	2.00	-	1.00	1.00	-	-		
C	Third shift workers	2.00	-	-	-	-	-		
D	Weekend first shift workers	2.00	1.00	1.00	1.50	-	-		
E	Weekend second shift workers	2.00	-	1.00	1.00	-	-		
F	Weekend third shift workers	2.00	-	-	-	-	-		
G	Total weekly hours	336	56	112	140	20	8	672	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Number of individuals served							16	The assumed number of clients in the facility
I	PTO/training/conference time adjustment factor	19.7%	22.4%	22.4%	22.4%	22.4%	21.0%		Based on separate PTO build
J	Adjusted total hours of time per week	402.12	68.54	137.08	171.34	24.48	9.68		$J = G * (1 + I)$
K	Hourly wage	\$ 22.60	\$ 31.73	\$ 33.44	\$ 37.22	\$ 37.21	\$ 154.67		Based on separate wage build
L	Percent of hours that are third shift	33%	0%	0%	0%	0%	0%		$L = ((C * 5 + F * 2) * 8) / G$
M	Total wages expense per week	\$ 9,355	\$ 2,175	\$ 4,583	\$ 6,378	\$ 911	\$ 1,497		$M = J * (K + L * \$2)$ Third shift workers get paid an extra \$2/hour
N	Holidays worked per year	10.00	10.00	10.00	10.00	-	-		
O	Percent of non-holiday hours paid at time and a half	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
P	Percent of total hours paid at time and a half	2.7%	2.7%	2.7%	2.7%	0.0%	0.0%		$P = ((365.25 - N) * O + N) / 365.25$
Q	Total direct care wage adjusted for overtime and holidays per week	\$ 9,462.43	\$ 2,198.93	\$ 4,634.71	\$ 6,448.96	\$ 910.94	\$ 1,496.79	\$ 25,152.76	$Q = M + G * P * (K + L * \$2) * 0.5$
R	Employee related expense (ERE) percentage	30.6%	25.8%	25.2%	23.9%	23.9%	12.2%		Based on separate ERE build
S	Total ERE expense per week	\$ 2,897.96	\$ 567.82	\$ 1,165.84	\$ 1,540.89	\$ 217.67	\$ 183.18	\$ 6,573.36	$S = Q * R$
T	Medication and on-call physician costs							\$ 0.00	$T = (\$0 \text{ Medication} + \$0 \text{ On-Call Physician}) \text{ per client per day} * 16 \text{ clients} * 7 \text{ days} * Y$
U	Subtotal before administration / overhead / program support							\$ 31,726.12	$U = (Q + S + T)$
V	Administration / program support / overhead percentage							25.0%	
W	Administration / overhead / program support cost per week							\$10,575.37	$W = (U * V) / (1 - V)$
X	Total cost per week							\$42,301.49	$X = U + W$
Y	Caseload efficiency							95.0%	
Z	Units per week							7.00	
AA	Preliminary Per Diem Rate							\$397.57	$AA = X / Y / Z / H$

Example Rate Buildup: H0001, SUD Assessment

Statewide wage, statewide travel assumption

Ref.	Description	Clinician: SUDP Bachelor's and Below	Supervisor: SUDP Bachelor's and Below	Total	Notes
A	Average minutes of direct time per unit	105.00			
B	Average minutes of indirect time per unit	30.00			
C	Average minutes of transportation time per unit	3.79			Based on separate travel build
D	Total minutes per unit	138.79			$D = A + B + C$
E	Staffing Ratio	1.00			
F	Supervisor span of control		10.00		10 employees assumed to be managed by 1 supervisor
G	Supervisor time per unit		13.88		$G = D / E / F$
H	PTO/training/conference time adjustment factor	53.0%	53.0%		Based on separate PTO build (includes 20.0% unproductive time adjustment)
I	Adjusted Total minutes per unit	212.33	21.23		$I = D / E * (1 + H) I = G * (1 + H)$
J	Hourly wage	\$ 33.44	\$ 37.58		Based on separate wage build
K	Total wages expense per unit	\$ 118.33	\$ 13.30	\$ 131.63	$K = J * I / 60$
L	Employee related expense (ERE) percentage	25.2%	23.8%		Based on separate ERE build
M	Total ERE expense per unit	\$ 29.77	\$ 3.16	\$ 32.93	$M = K * L$
N	Estimated average MPH			35.39	Based on estimated % of in-home services, and the following MPH: Statewide 35.4, Urban 30, Rural 45 MPH, Frontier 55
O	Estimated miles driven per unit			2.24	$O = C * N / 60$
P	Federal reimbursement rate			\$ 0.585	
Q	Transportation fleet costs per unit			\$ 1.31	$Q = O * P$
R	Administration / program support / overhead			25.0%	Portion of total rate
S	Administration Expenses			\$ 55.29	$S = R * (K + M + Q) / (1 - R)$
T	Rate Per Encounter			\$221.16	$T = K + M + Q + S$

Review of CY2023 Preliminary Comparison Rates

Review of CY2023 Preliminary Comparison Rates

- Attachment A.1: Wage Levels by Provider Grouping
- Attachment A.2: ERE Assumptions
- Attachment B: Indirect Time by Procedure Code
- Attachment C: Mental Health Outpatient – Rate Summary and Rate Components
- Attachment D: SUD Outpatient – Rate Summary and Rate Components
- Attachment E: SUD Residential – Rate Summary and Rate Buildups
- Attachment F: WISe and PACT Rate Buildup

Next Steps

Reminder of the Purpose of the Project

- While this project is not intended to create a new payment model or fee schedule, it is intended to:
 - Improve transparency and understanding of the cost of behavioral services delivered to Medicaid clients in order to inform future policy approaches and decisions for the program by HCA and its authorizing environment.
 - Provide an examination and understanding of the provider resources involved in delivering individual covered behavioral health services.
 - Provide transparent payment rate benchmarks for use by all stakeholders, including during negotiations between payors and providers
- Absent future state policy changes, the resulting comparison rates will not be directly incorporated into the state's managed care capitation rate development. To the extent that MCOs and providers start to modify their contracted rates to better align with the comparison rates, the capitation rates for future periods might change accordingly to reflect such provider contracting changes.

Preliminary rates reflect provider workgroup feedback regarding productivity and the desired level of wages considering workforce constraints and preferred service delivery approach. Rates might not be appropriate for individual providers, e.g., to the extent that their staffing and/or wages are materially different than what is included in this modeling.

Preliminary rate and related assumptions will require more review and analysis during Phase 2 of the comparison rate development, in particular related to staffing, wages, and administrative costs.

Next Steps

- Please provide feedback via email on specific assumptions underlying preliminary rates (i.e., more specific than saying the rates are too low) included in the presentation – AppleHealth.Info@Milliman.com
- HCA anticipates releasing a draft report in June summarizing the preliminary rates for additional feedback.
- Anticipated focus of Phase 2 of the BH comparison rate development includes:
 - Provider cost and wage survey
 - Wage levels and workforce constraints
 - Health insurance levels
 - Administrative costs
 - Develop comparison rate for Secure Withdrawal Management
 - Develop comparison rates for Pregnant and Parenting Women SUD residential care with and without children
 - Additional items as identified – your feedback on the preliminary rates will help refine the focus of Phase 2!
- HCA will provide additional information and updates regarding the CCBHC initiative and related stakeholder engagement.

Thank you for your time and feedback!



Thank you

Attachment A.1

CY2023 Preliminary Comparison Rates – Wage Levels by
Provider Grouping

State of Washington Health Care Authority Behavioral Health Comparison Rate Development Projected CY 2023 Statewide and Regional Wages by Provider Grouping for Non-Supervisor Clinicians						
Provider Grouping	Statewide BLS May 2020 Hourly Wage ^[1]	Statewide Proposed CY23 Hourly Wage ^[2]	Assumed Aggregate Wage Trend	High-Cost Region Proposed CY23 Hourly Wage ^[3]	Standard Region Proposed CY23 Hourly Wage ^[3]	Regional Wage Differential
Bureau of Labor Statistics Positions						
Specialty Physician	\$126.72	\$154.67	22.1%	\$154.67	\$154.67	1.000
Psychiatrists	126.72 ^[4]	154.67	22.1%	154.67	154.67	1.000
Clinical Psychologist	\$43.92	\$53.60	22.1%	\$55.67	\$51.49	1.081
Clinical, Counseling, and School Psychologists	43.92	53.60	22.1%	55.67	51.49	1.081
Resident Assistant in SUD Facility (non-clinical)	\$18.52	\$22.60	22.1%	\$23.47	\$21.71	1.081
Social and Human Service Assistants	20.98	25.61	22.1%	26.60	24.60	1.081
Home Health and Personal Care Aides	16.05	19.59	22.1%	20.35	18.82	1.081
Certified Medical Assistant	\$23.39	\$28.54	22.1%	\$29.64	\$27.42	1.081
Medical Assistants	23.39	28.54	22.1%	29.64	27.42	1.081
SUDPT	\$26.00	\$31.73	22.1%	\$32.95	\$30.48	1.081
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	27.40	33.44	22.1%	34.73	32.12	1.081
Rehabilitation Counselors	24.60	30.02	22.1%	31.18	28.84	1.081
SUDP Bachelor's and Below	\$27.40	\$33.44	22.1%	\$34.73	\$32.12	1.081
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	27.40	33.44	22.1%	34.73	32.12	1.081
SUDP Master's in a Social Services Field	\$30.50	\$37.22	22.1%	\$38.66	\$35.75	1.081
Mental Health and Substance Abuse Social Workers	30.50	37.22	22.1%	38.66	35.75	1.081
Master's and Below (Non-MHP Agency-Affiliated Counselors)	\$27.40	\$33.44	22.1%	\$34.73	\$32.12	1.081
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	27.40	33.44	22.1%	34.73	32.12	1.081
Master's Level Degree Unlicensed (MHP)	\$28.95	\$35.33	22.1%	\$36.69	\$33.94	1.081
Mental Health and Substance Abuse Social Workers	30.50	37.22	22.1%	38.66	35.75	1.081
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	27.40	33.44	22.1%	34.73	32.12	1.081
Master's Level Degree Licensed (MHP)	\$32.24	\$39.35	22.1%	\$40.86	\$37.79	1.081
Healthcare Social Workers	35.41	43.22	22.1%	44.89	41.52	1.081
Mental Health and Substance Abuse Social Workers	30.50	37.22	22.1%	38.66	35.75	1.081
Child, Family, and School Social Workers	30.81	37.60	22.1%	39.05	36.12	1.081
PAs, NPs, and Pharmacists	\$67.69	\$82.61	22.1%	\$85.80	\$79.36	1.081
Physician Assistants	67.89	82.86	22.1%	86.05	79.59	1.081
Pharmacists	69.42	84.73	22.1%	87.99	81.38	1.081
Nurse Practitioners	65.76	80.26	22.1%	83.35	77.09	1.081
Registered Nurse	\$47.45	\$57.92	22.1%	\$60.15	\$55.63	1.081
Registered Nurses	47.45	57.92	22.1%	60.15	55.63	1.081
Licensed Practical Nurse	\$30.49	\$37.21	22.1%	\$38.65	\$35.75	1.081
Licensed Practical and Licensed Vocational Nurses	30.49	37.21	22.1%	38.65	35.75	1.081
Peer Support	\$20.98	\$25.61	22.1%	\$26.60	\$24.60	1.081
Social and Human Service Assistants	20.98	25.61	22.1%	26.60	24.60	1.081

[1] Statewide BLS May 2020 wages were calculated using the average of the Washington specific BLS wages at the median and 75th percentile levels.

Additionally, the Provider Grouping wage is the straight average of the BLS position wages listed below.

[2] Wages trended from 5/1/20 to 7/1/23 at an annualized trend of 6.5% (as informed by Federal Reserve Economic Data and stakeholder feedback on wage dynamics)

[3] May 2020 WA specific BLS wage regional variation analysis indicated that wages were 3.9% higher in the High-Cost region and 3.9% lower in the Standard region as compared to the Statewide level.

[4] Using the mean BLS hourly rate as the BLS did not provide median or 75th percentile hourly wages for this occupational code. Using the same wage for all regions.

Wage Data Source

Bureau of Labor Statistics. (March 2021). *May 2020 State Occupational Employment and Wage Estimates: Washington*. Retrieved from: https://www.bls.gov/oes/current/oes_wa.htm

Trend Data Source

Federal Reserve Economic Data. (January 2022). *Average Hourly Earnings of All Employees, Education and Health Services*. Retrieved from: <https://fred.stlouisfed.org/series/CE5650000003>

This presentation is intended to facilitate discussion related behavioral health comparison rates and is not complete without oral comment.

State of Washington Health Care Authority Behavioral Health Comparison Rate Development Projected CY 2023 Statewide and Regional Wages by Provider Grouping for Supervisor Clinicians						
Provider Grouping	Statewide BLS May 2020 Hourly Wage ^[1]	Statewide Proposed CY23 Hourly Wage ^[2]	Assumed Aggregate Wage Trend	High-Cost Region Proposed CY23 Hourly Wage ^[3]	Standard Region Proposed CY23 Hourly Wage ^[3]	Regional Wage Differential
Bureau of Labor Statistics Positions						
Specialty Physician	\$126.72	\$154.67	22.1%	\$154.67	\$154.67	1.000
Psychiatrists	126.72 ^[4]	154.67	22.1%	154.67	154.67	1.000
Clinical Psychologist	\$48.78	\$59.54	22.1%	\$61.84	\$57.19	1.081
Clinical, Counseling, and School Psychologists	48.78	59.54	22.1%	61.84	57.19	1.081
Resident Assistant in SUD Facility (non-clinical)	\$20.14	\$24.58	22.1%	\$25.52	\$23.61	1.081
Social and Human Service Assistants	23.31	28.45	22.1%	29.55	27.33	1.081
Home Health and Personal Care Aides	16.96	20.70	22.1%	21.50	19.88	1.081
Certified Medical Assistant	\$24.89	\$30.38	22.1%	\$31.55	\$29.18	1.081
Medical Assistants	24.89	30.38	22.1%	31.55	29.18	1.081
SUDPT	\$28.99	\$35.38	22.1%	\$36.75	\$33.99	1.081
Substance Abuse, Behavioral Disorder, and Mental Health Counselor:	30.79	37.58	22.1%	39.03	36.10	1.081
Rehabilitation Counselors	27.19	33.19	22.1%	34.47	31.88	1.081
SUDP Bachelor's and Below	\$30.79	\$37.58	22.1%	\$39.03	\$36.10	1.081
Substance Abuse, Behavioral Disorder, and Mental Health Counselor:	30.79	37.58	22.1%	39.03	36.10	1.081
SUDP Master's in a Social Services Field	\$34.18	\$41.72	22.1%	\$43.33	\$40.07	1.081
Mental Health and Substance Abuse Social Workers	34.18	41.72	22.1%	43.33	40.07	1.081
Master's and Below (Non-MHP Agency-Affiliated Counselors)	\$30.79	\$37.58	22.1%	\$39.03	\$36.10	1.081
Substance Abuse, Behavioral Disorder, and Mental Health Counselor:	30.79	37.58	22.1%	39.03	36.10	1.081
Master's Level Degree Unlicensed (MHP)	\$32.49	\$39.65	22.1%	\$41.18	\$38.09	1.081
Mental Health and Substance Abuse Social Workers	34.18	41.72	22.1%	43.33	40.07	1.081
Substance Abuse, Behavioral Disorder, and Mental Health Counselor:	30.79	37.58	22.1%	39.03	36.10	1.081
Master's Level Degree Licensed (MHP)	\$35.42	\$43.23	22.1%	\$44.90	\$41.52	1.081
Healthcare Social Workers	38.60	47.11	22.1%	48.93	45.26	1.081
Mental Health and Substance Abuse Social Workers	34.18	41.72	22.1%	43.33	40.07	1.081
Child, Family, and School Social Workers	33.47	40.85	22.1%	42.43	39.24	1.081
PAs, NPs, and Pharmacists	\$72.55	\$88.55	22.1%	\$91.97	\$85.06	1.081
Physician Assistants	73.80	90.08	22.1%	93.55	86.52	1.081
Pharmacists	73.74	90.00	22.1%	93.48	86.45	1.081
Nurse Practitioners	70.11	85.57	22.1%	88.87	82.20	1.081
Registered Nurse	\$51.80	\$63.23	22.1%	\$65.66	\$60.73	1.081
Registered Nurses	51.80	63.23	22.1%	65.66	60.73	1.081
Licensed Practical Nurse	\$32.27	\$39.39	22.1%	\$40.91	\$37.83	1.081
Licensed Practical and Licensed Vocational Nurses	32.27	39.39	22.1%	40.91	37.83	1.081
Peer Support	\$23.31	\$28.45	22.1%	\$29.55	\$27.33	1.081
Social and Human Service Assistants	23.31	28.45	22.1%	29.55	27.33	1.081

[1] Statewide BLS May 2020 wages are the Washington specific BLS wages at the 75th percentile level.

The Provider Grouping wage is the straight average of the BLS position wages listed below.

[2] Wages trended from 5/1/20 to 7/1/23 at an annualized trend of 6.5% (as informed by Federal Reserve Economic Data and stakeholder feedback on wage dynamics)

[3] May 2020 WA specific BLS wage regional variation analysis indicated that wages were 3.9% higher in the High-Cost region and 3.9% lower in the Standard region as compared to the Statewide level.

[4] Using the mean BLS hourly rate as the BLS did not provide median or 75th percentile hourly wages for this occupational code. Using the same wage for all regions.

Wage Data Source

Bureau of Labor Statistics. (March 2021). May 2020 State Occupational Employment and Wage Estimates: Washington. Retrieved from: https://www.bls.gov/oes/current/oes_wa.htm

Trend Data Source

Federal Reserve Economic Data. (January 2022). Average Hourly Earnings of All Employees, Education and Health Services. Retrieved from: <https://fred.stlouisfed.org/series/CES6500000003>

This presentation is intended to facilitate discussion related behavioral health comparison rates and is not complete without oral comment.

Attachment A.2

Employee Related Expense Assumptions

Employee-Related Assumptions

Components	Assumptions for CY 2023	Source
Employer Social Security Withholding	6.2% (no change from 2021) Wage Base Limit: \$156,000 (as projected by SSA under intermediate scenario)	Internal Revenue Service. Topic No. 751 Social Security and Medicare Withholding Rates. Retrieved from https://www.irs.gov/taxtopics/tc751 Social Security Administration. 2021 Old-Age, Survivors, and Disability Insurance (OASDI) Trustee Report. Retrieved from https://www.ssa.gov/OACT/TR/2021/V_C_prog.html#1047210
Employer Medicare Withholding	1.45% (no change from 2021)	Journal of Accountancy. Social Security wage base, COLA set for 2022. Retrieved from https://www.journalofaccountancy.com/news/2021/oct/ssa-2022-tax-wage-base-benefit-cola.html
FUTA Tax	\$420, 6% of first \$7,000 (no change from 2021)	Internal Revenue Service. Topic No. 759 Form 940 – Employer's Annual Federal Unemployment (FUTA) Tax Return – Filing and Deposit Requirements. Retrieved from https://www.irs.gov/taxtopics/tc759
SUI Tax	1.45% (no change from 2022) Wage Base Limit: \$62,500 (no change from 2022 limit)	Washington State Employment Security Department. Determining your tax rates. Retrieved from https://esd.wa.gov/employer-taxes/determining-rates Washington State Employment Security Department. Taxable wage base. Retrieved from https://esd.wa.gov/employer-taxes/taxable-wage-base

Employee-Related Expense Assumptions

Components	Assumptions for CY 2023	Source
Workers Compensation	1.5% (no change from 2021)	U.S. Bureau of Labor Statistics. National Compensation Survey, September 2021, Employer Costs for Employee Compensation, Historical Listing. Table 12. Private Industry Workers, by Census Region and Division (Pacific Division). Page 491. Retrieved from https://www.bls.gov/web/ecec/ececqrtn.pdf
Insurance Benefits	\$7,301.09 (\$3.35 base hourly cost for the health care and social assistance industry group multiplied by 2,080 hours, trended from December 1, 2021 to July 1, 2023)	U.S. Bureau of Labor Statistics. (December 2021). Economic News Release, Table 2. Employer Costs for Employee Compensation for civilian workers by occupational and industry group. Retrieved from https://www.bls.gov/news.release/pdf/ecec.pdf
Retirement percent	3.6% (no change from 2021)	U.S. Bureau of Labor Statistics. (December 2021). Economic News Release, Table 2. Employer Costs for Employee Compensation for civilian workers by occupational and industry group. Retrieved from https://www.bls.gov/news.release/pdf/ecec.pdf

Note: Employer withholdings related to the Washington Long-Term Care law are not included as these are not costs to the employer. Employer costs related to Washington Paid Family & Medical Leave are not included given the very limited impacts these costs would have on the overall employee-related expenses assumption percentage.

Attachment B

CY2023 Preliminary Comparison Rates – Indirect Time by
Procedure Code

Indirect Time Assumptions by Procedure Code

SUD Outpatient Services

Modality	HCPCS	Description	Direct Time (min)	Preliminary Assumption: Indirect Time (min)
Outpatient Treatment	96164	Behav. Hlth Intrvtn. w/ grp (2 or more) face to face, first 30 minutes	30 (group)	4.0 min per individual*
	96165	Behav. Hlth Intrvtn. w/ grp (2 or more), face-to-face; each additional 15 minutes (List separately in addition to code for primary service)	15 (group)	1 min per individual*
	H0004	Behav. Hlth Cnslng and thrpy, per 15 mins	15	4 min**
Case Management	T1016	Case management, each 15 mins	15	4 min**
Assessment Services	H0001	Alcohol/drug assessmt	105	30

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*Assumes the following: Average group size of 6 people, average group direct time of 2 hours, average group indirect time of 1 hour.

** 16 min for one hour of service

Indirect Time Assumptions by Procedure Code

Mental Health Outpatient Services

Modality	HCPCS	Description	Direct Time (min)	Preliminary Assumption: Indirect Time (min)
Intake Evaluation	H0031	MH health assess by non-MD	15	5 Equivalent of 30 min for a 90 min assessment
	99205	Office/OP visit, new patient, high MDM or 60-74 total time of encounter	60	20
Individual Treatment Services	90832	Psychotherapy w/ PT. and/or fam. mem., approx. 30 mins.	30	10
	90834	Psychotherapy w/ PT and/or fam. mem., approx. 45 mins	45	15
	90837	Psychotherapy approx. 60 mins w/ PT and/or fam. mem.	60	20
	H0004	BH cnsling and ther., per 15 minutes	15	5
	H0036	Comm. psych. supp. tx., face-face, per 15 mins	15	25
	H2014	Skills train and dev, per 15 mins	15	4 min
	H2015	Comprehensive community support services, per 15 mins	15	4 min

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Indirect Time Assumptions

Mental Health Outpatient Services, *cont'd*

Modality	HCPCS	Description	Direct Time (min)	Preliminary Assumption: Indirect Time (min)
Family Treatment	90846	Fam. psychother. w/o PT	15	5
	90847	Fam. psychother. w/ PT present	15	5
Group Treatment Services	90853	Grp psychother. (other than of a multiple-fam. grp) Note: Indirect time assume a 90 minute group, with 30 minutes of prep time and 5 minutes of note taking per client. Four clients are assumed for the 1:4 staff/client ratio.	15	8 min
Medication Management	99213	Office/OP visit, established patient, low MDM or 20-29 minutes total time of encounter.	15	5 min
	99214	Office/OP visit, established patient, moderate MDM or 30-39 minutes total time of encounter.	25	10 min
	99215	Office/OP visit, established patient, high MDM or 40-54 minutes total time of encounter.	40	14 min
Peer Support	H0038	Self-help/peer srvcs, per 15 mins	15	4 min
	90791	Psych Diag. Eval	90*	30
Intake Evaluation (encounter-based)	90792	Psych Diag. Eval w/ med srvcs	90 for staff person leading the service, and 15 for RN*	30 for staff person leading the service, 5 for RN

*Represents the average direct time per encounter.

Attachment C

CY2023 Preliminary Comparison Rates – Mental Health Outpatient

- Rate Summary
- Rate Component (using statewide wages)

State of Washington
Health Care Authority
CY2023 Preliminary Behavioral Health Comparison Rates
Attachment C.1 – Rate Summary for MH Outpatient Services

HCPCS	Unit Type	Description and Provider Grouping	Standard Wage, Frontier Travel	Standard Wage, Rural Travel	Standard Wage, Urban Travel	High-Cost Wage, Urban Travel	Statewide Wage, Statewide Travel
90791	Encounter	Psych Diag. Eval - Specialty Physician	\$ 825.08	\$ 802.82	\$ 800.62	\$ 800.62	\$ 802.22
90791	Encounter	Psych Diag. Eval - Clinical Psychologist	321.94	311.16	308.97	332.07	321.79
90791	Encounter	Psych Diag. Eval - Master's Level Degree Unlicensed (MHP)	225.40	216.83	214.64	230.06	223.49
90791	Encounter	Psych Diag. Eval - Master's Level Degree Licensed (MHP)	247.04	237.98	235.78	252.92	245.52
90791	Encounter	Psych Diag. Eval - PAs, NPs, and Pharmacists	481.92	467.49	465.29	499.22	483.75
90792	Encounter	Psych Diag. Eval w/ med svcs - Specialty Physician	922.99	898.48	896.29	900.08	899.90
90792	Encounter	Psych Diag. Eval w/ med svcs - PAs, NPs, and Pharmacists	532.81	517.22	515.03	552.74	535.44
90832	30 minutes	Psychother. w/ PT. and/or fam. mem., approx. 30 mins. - Specialty Physician	339.76	317.49	315.30	315.30	316.90
90832	30 minutes	Psychother. w/ PT. and/or fam. mem., approx. 30 mins. - Clinical Psychologist	136.29	125.51	123.32	132.34	129.03
90832	30 minutes	Psychother. w/ PT. and/or fam. mem., approx. 30 mins. - Master's Level Degree Unlicensed (MHP)	97.25	88.68	86.49	92.51	90.58
90832	30 minutes	Psychother. w/ PT. and/or fam. mem., approx. 30 mins. - Master's Level Degree Licensed (MHP)	106.00	96.94	94.74	101.44	99.20
90832	30 minutes	Psychother. w/ PT. and/or fam. mem., approx. 30 mins. - PAs, NPs, and Pharmacists	200.99	186.55	184.36	197.61	192.36
90834	45 minutes	Psychother, w/ PT and/or fam. mem., approx. 45 mins - Specialty Physician	461.09	438.82	436.63	436.63	438.23
90834	45 minutes	Psychother, w/ PT and/or fam. mem., approx. 45 mins - Clinical Psychologist	182.70	171.92	169.73	182.27	177.22
90834	45 minutes	Psychother, w/ PT and/or fam. mem., approx. 45 mins - Master's Level Degree Unlicensed (MHP)	129.29	120.72	118.52	126.90	123.81
90834	45 minutes	Psychother, w/ PT and/or fam. mem., approx. 45 mins - Master's Level Degree Licensed (MHP)	141.26	132.20	130.00	139.31	135.78
90834	45 minutes	Psychother, w/ PT and/or fam. mem., approx. 45 mins - PAs, NPs, and Pharmacists	271.22	256.79	254.59	273.01	265.21
90837	60 minutes	Psychother. approx. 60 mins w/ PT and/or fam. mem. - Specialty Physician	582.42	560.15	557.96	557.96	559.56
90837	60 minutes	Psychother. approx. 60 mins w/ PT and/or fam. mem. - Clinical Psychologist	229.11	218.34	216.14	232.20	225.41
90837	60 minutes	Psychother. approx. 60 mins w/ PT and/or fam. mem. - Master's Level Degree Unlicensed (MHP)	161.33	152.76	150.56	161.28	157.04
90837	60 minutes	Psychother. approx. 60 mins w/ PT and/or fam. mem. - Master's Level Degree Licensed (MHP)	176.52	167.46	165.26	177.18	172.36
90837	60 minutes	Psychother. approx. 60 mins w/ PT and/or fam. mem. - PAs, NPs, and Pharmacists	341.45	327.02	324.83	348.42	338.05
90846	15 minutes	Fam. psychother. w/o PT - Specialty Physician	169.88	158.75	157.65	157.65	158.45
90846	15 minutes	Fam. psychother. w/o PT - Clinical Psychologist	68.14	62.76	61.66	66.17	64.51
90846	15 minutes	Fam. psychother. w/o PT - Master's Level Degree Unlicensed (MHP)	48.63	44.34	43.24	46.25	45.29
90846	15 minutes	Fam. psychother. w/o PT - Master's Level Degree Licensed (MHP)	53.00	48.47	47.37	50.72	49.60

State of Washington
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CY2023 Preliminary Behavioral Health Comparison Rates
Attachment C.1 – Rate Summary for MH Outpatient Services

HCPCS	Unit Type	Description and Provider Grouping	Standard Wage, Frontier Travel	Standard Wage, Rural Travel	Standard Wage, Urban Travel	High-Cost Wage, Urban Travel	Statewide Wage, Statewide Travel
90846	15 minutes	Fam. psychother. w/o PT - Master's and Below (Non-MHP Agency-Affiliated Counselors)	46.73	42.55	41.46	44.32	43.43
90846	15 minutes	Fam. psychother. w/o PT - PAs, NPs, and Pharmacists	100.49	93.28	92.18	98.80	96.18
90846	15 minutes	Fam. psychother. w/o PT - Registered Nurse	73.57	67.87	66.78	71.70	69.85
90846	15 minutes	Fam. psychother. w/o PT - Licensed Practical Nurse	50.48	46.09	45.00	48.15	47.12
90847	15 minutes	Fam. psychother. w/ PT present - Specialty Physician	169.88	158.75	157.65	157.65	158.45
90847	15 minutes	Fam. psychother. w/ PT present - Clinical Psychologist	68.14	62.76	61.66	66.17	64.51
90847	15 minutes	Fam. psychother. w/ PT present - Master's Level Degree Unlicensed (MHP)	48.63	44.34	43.24	46.25	45.29
90847	15 minutes	Fam. psychother. w/ PT present - Master's Level Degree Licensed (MHP)	53.00	48.47	47.37	50.72	49.60
90847	15 minutes	Fam. psychother. w/ PT present - Master's and Below (Non-MHP Agency-Affiliated Counselors)	46.73	42.55	41.46	44.32	43.43
90847	15 minutes	Fam. psychother. w/ PT present - PAs, NPs, and Pharmacists	100.49	93.28	92.18	98.80	96.18
90847	15 minutes	Fam. psychother. w/ PT present - Registered Nurse	73.57	67.87	66.78	71.70	69.85
90847	15 minutes	Fam. psychother. w/ PT present - Licensed Practical Nurse	50.48	46.09	45.00	48.15	47.12
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Specialty Physician	29.75	29.25	29.11	29.11	29.18
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Clinical Psychologist	11.80	11.46	11.32	12.15	11.80
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Master's Level Degree Unlicensed (MHP)	8.36	8.05	7.90	8.46	8.24
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Master's Level Degree Licensed (MHP)	9.13	8.81	8.67	9.29	9.04
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Master's and Below (Non-MHP Agency-Affiliated Counselors)	8.02	7.72	7.57	8.10	7.90
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - PAs, NPs, and Pharmacists	17.51	17.12	16.97	18.20	17.66
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Registered Nurse	12.76	12.41	12.26	13.18	12.79
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Licensed Practical Nurse	8.69	8.37	8.23	8.81	8.58
99205	Encounter	Office/OP visit, new patient, high MDM or 60-74 total time of encounter - Specialty Physician	533.87	522.74	521.64	521.64	522.44

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HCPCS	Unit Type	Description and Provider Grouping	Standard Wage, Frontier Travel	Standard Wage, Rural Travel	Standard Wage, Urban Travel	High-Cost Wage, Urban Travel	Statewide Wage, Statewide Travel
99205	Encounter	Office/OP visit, new patient, high MDM or 60-74 total time of encounter - PAs, NPs, and Pharmacists	311.19	303.98	302.88	325.01	314.72
99213	Encounter	Office/OP visit, established patient, low MDM or 20-29 minutes total time of encounter. - Specialty Physician	218.43	196.16	193.97	193.97	195.57
99213	Encounter	Office/OP visit, established patient, low MDM or 20-29 minutes total time of encounter. - PAs, NPs, and Pharmacists	130.75	116.32	114.13	122.21	119.51
99214	Encounter	Office/OP visit, established patient, moderate MDM or 30-39 minutes total time of encounter. - Specialty Physician	309.43	287.16	284.97	284.97	286.57
99214	Encounter	Office/OP visit, established patient, moderate MDM or 30-39 minutes total time of encounter. - PAs, NPs, and Pharmacists	183.43	169.00	166.80	178.76	174.15
99215	Encounter	Office/OP visit, established patient, high MDM or 40-54 minutes total time of encounter. - Specialty Physician	424.69	402.42	400.23	400.23	401.83
99215	Encounter	Office/OP visit, established patient, high MDM or 40-54 minutes total time of encounter. - PAs, NPs, and Pharmacists	250.15	235.72	233.52	250.39	243.35
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Specialty Physician	150.46	143.78	143.12	143.12	143.60
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Clinical Psychologist	59.45	56.22	55.56	59.67	57.98
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Master's Level Degree Unlicensed (MHP)	41.99	39.42	38.76	41.51	40.47
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Master's Level Degree Licensed (MHP)	45.90	43.18	42.53	45.58	44.39
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Master's and Below (Non-MHP Agency-Affiliated Counselors)	40.30	37.79	37.13	39.75	38.77
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - PAs, NPs, and Pharmacists	88.39	84.06	83.40	89.44	86.85
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Registered Nurse	64.30	60.89	60.23	64.72	62.85
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Licensed Practical Nurse	43.65	41.02	40.36	43.24	42.13
H0031	15 minutes	MH health assess by non-MD - Clinical Psychologist	52.21	50.77	50.48	54.26	52.54
H0031	15 minutes	MH health assess by non-MD - Master's Level Degree Unlicensed (MHP)	36.46	35.32	35.03	37.55	36.44
H0031	15 minutes	MH health assess by non-MD - Master's Level Degree Licensed (MHP)	39.99	38.78	38.49	41.30	40.05
H0031	15 minutes	MH health assess by non-MD - Registered Nurse	56.58	55.06	54.77	58.90	57.02
H0031	15 minutes	MH health assess by non-MD - Licensed Practical Nurse	37.96	36.79	36.50	39.14	37.98
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Specialty Physician	268.56	262.62	262.03	262.03	262.46
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Clinical Psychologist	104.41	101.54	100.96	108.52	105.09
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Master's Level Degree Unlicensed (MHP)	72.92	70.64	70.05	75.11	72.89
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Master's Level Degree Licensed (MHP)	79.98	77.56	76.98	82.60	80.11
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Master's and Below (Non-MHP Agency-Affiliated Counselors)	69.87	67.64	67.06	71.87	69.77
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - PAs, NPs, and Pharmacists	156.61	152.76	152.17	163.29	158.14

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HCPCS	Unit Type	Description and Provider Grouping	Standard Wage, Frontier Travel	Standard Wage, Rural Travel	Standard Wage, Urban Travel	High-Cost Wage, Urban Travel	Statewide Wage, Statewide Travel
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Registered Nurse	113.17	110.13	109.54	117.81	114.03
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Licensed Practical Nurse	75.92	73.58	73.00	78.29	75.96
H0038	15 minutes	Self-help/peer srvc, per 15 mins - Peer Support	34.79	31.80	30.92	33.03	32.39
H2014	15 minutes	Skills train and dev, per 15 mins - Specialty Physician	141.16	135.22	134.63	134.63	135.06
H2014	15 minutes	Skills train and dev, per 15 mins - Clinical Psychologist	55.68	52.81	52.22	56.10	54.49
H2014	15 minutes	Skills train and dev, per 15 mins - Master's Level Degree Unlicensed (MHP)	39.28	37.00	36.41	39.00	38.00
H2014	15 minutes	Skills train and dev, per 15 mins - Master's Level Degree Licensed (MHP)	42.96	40.54	39.96	42.83	41.70
H2014	15 minutes	Skills train and dev, per 15 mins - Master's and Below (Non-MHP Agency-Affiliated Counselors)	37.69	35.46	34.88	37.34	36.40
H2014	15 minutes	Skills train and dev, per 15 mins - PAs, NPs, and Pharmacists	82.86	79.01	78.43	84.11	81.65
H2014	15 minutes	Skills train and dev, per 15 mins - Registered Nurse	60.24	57.20	56.62	60.84	59.07
H2014	15 minutes	Skills train and dev, per 15 mins - Licensed Practical Nurse	40.85	38.50	37.92	40.63	39.57
H2014	15 minutes	Skills train and dev, per 15 mins - Peer Support	31.05	29.06	28.48	30.45	29.74
H2015	15 minutes	Comprehensive community support services, per 15 mins - Specialty Physician	180.00	165.15	163.69	163.69	164.76
H2015	15 minutes	Comprehensive community support services, per 15 mins - Clinical Psychologist	73.07	65.88	64.42	69.09	67.54
H2015	15 minutes	Comprehensive community support services, per 15 mins - Master's Level Degree Unlicensed (MHP)	52.55	46.84	45.38	48.49	47.65
H2015	15 minutes	Comprehensive community support services, per 15 mins - Master's Level Degree Licensed (MHP)	57.15	51.11	49.64	53.11	52.11
H2015	15 minutes	Comprehensive community support services, per 15 mins - Master's and Below (Non-MHP Agency-Affiliated Counselors)	50.56	44.99	43.53	46.49	45.72
H2015	15 minutes	Comprehensive community support services, per 15 mins - PAs, NPs, and Pharmacists	107.07	97.45	95.98	102.83	100.31
H2015	15 minutes	Comprehensive community support services, per 15 mins - Registered Nurse	78.77	71.18	69.71	74.80	73.07
H2015	15 minutes	Comprehensive community support services, per 15 mins - Licensed Practical Nurse	54.51	48.65	47.19	50.45	49.55
H2015	15 minutes	Comprehensive community support services, per 15 mins - Peer Support	42.26	37.28	35.82	38.19	37.69

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**State of Washington
Health Care Authority
CY2023 Preliminary Behavioral Health Comparison Rates
Attachment C.2 – Service Rate Components for MH Outpatient Services, Using Statewide Wages and Transportation**

HCPCS	Unit Type	Description and Provider Grouping	Direct Service Employee Salaries & Wages	Indirect Service Employee Salaries & Wages	Transportation Service Employee Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
90791	Encounter	Psych Diag. Eval - Specialty Physician	\$ 364.84	\$ 121.61	\$ 46.11	\$ 65.18	\$ 3.93	\$ 200.56	\$ 802.22
90791	Encounter	Psych Diag. Eval - Clinical Psychologist	135.08	45.03	17.07	40.25	3.93	80.45	321.79
90791	Encounter	Psych Diag. Eval - Master's Level Degree Unlicensed (MHP)	90.17	30.06	11.40	32.07	3.93	55.87	223.49
90791	Encounter	Psych Diag. Eval - Master's Level Degree Licensed (MHP)	100.21	33.40	12.67	33.93	3.93	61.38	245.52
90791	Encounter	Psych Diag. Eval - PAs, NPs, and Pharmacists	209.90	69.97	26.53	52.49	3.93	120.94	483.75
90792	Encounter	Psych Diag. Eval w/ med srvc - Specialty Physician	408.04	136.01	51.57	75.37	3.93	224.98	899.90
90792	Encounter	Psych Diag. Eval w/ med srvc - PAs, NPs, and Pharmacists	232.05	77.35	29.33	58.92	3.93	133.86	535.44
90832	30 minutes	Psychother. w/ PT. and/or fam. mem., approx. 30 mins. - Specialty Physician	121.61	40.54	46.11	25.49	3.93	79.23	316.90
90832	30 minutes	Psychother. w/ PT. and/or fam. mem., approx. 30 mins. - Clinical Psychologist	45.03	15.01	17.07	15.74	3.93	32.26	129.03
90832	30 minutes	Psychother. w/ PT. and/or fam. mem., approx. 30 mins. - Master's Level Degree Unlicensed (MHP)	30.06	10.02	11.40	12.54	3.93	22.65	90.58
90832	30 minutes	Psychother. w/ PT. and/or fam. mem., approx. 30 mins. - Master's Level Degree Licensed (MHP)	33.40	11.13	12.67	13.27	3.93	24.80	99.20
90832	30 minutes	Psychother. w/ PT. and/or fam. mem., approx. 30 mins. - PAs, NPs, and Pharmacists	69.97	23.32	26.53	20.53	3.93	48.09	192.36
90834	45 minutes	Psychother, w/ PT and/or fam. mem., approx. 45 mins - Specialty Physician	182.42	60.81	46.11	35.41	3.93	109.56	438.23
90834	45 minutes	Psychother, w/ PT and/or fam. mem., approx. 45 mins - Clinical Psychologist	67.54	22.51	17.07	21.86	3.93	44.30	177.22
90834	45 minutes	Psychother, w/ PT and/or fam. mem., approx. 45 mins - Master's Level Degree Unlicensed (MHP)	45.09	15.03	11.40	17.42	3.93	30.95	123.81

**State of Washington
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CY2023 Preliminary Behavioral Health Comparison Rates
Attachment C.2 – Service Rate Components for MH Outpatient Services, Using Statewide Wages and Transportation**

HCPCS	Unit Type	Description and Provider Grouping	Direct Service Employee Salaries & Wages	Indirect Service Employee Salaries & Wages	Transportation Service Employee Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
90834	45 minutes	Psychother, w/ PT and/or fam. mem., approx. 45 mins - Master's Level Degree Licensed (MHP)	50.11	16.70	12.67	18.44	3.93	33.95	135.78
90834	45 minutes	Psychother, w/ PT and/or fam. mem., approx. 45 mins - PAs, NPs, and Pharmacists	104.95	34.98	26.53	28.52	3.93	66.30	265.21
90837	60 minutes	Psychother. approx. 60 mins w/ PT and/or fam. mem. - Specialty Physician	243.23	81.08	46.11	45.33	3.93	139.89	559.56
90837	60 minutes	Psychother. approx. 60 mins w/ PT and/or fam. mem. - Clinical Psychologist	90.05	30.02	17.07	27.99	3.93	56.35	225.41
90837	60 minutes	Psychother. approx. 60 mins w/ PT and/or fam. mem. - Master's Level Degree Unlicensed (MHP)	60.11	20.04	11.40	22.30	3.93	39.26	157.04
90837	60 minutes	Psychother. approx. 60 mins w/ PT and/or fam. mem. - Master's Level Degree Licensed (MHP)	66.81	22.27	12.67	23.60	3.93	43.09	172.36
90837	60 minutes	Psychother. approx. 60 mins w/ PT and/or fam. mem. - PAs, NPs, and Pharmacists	139.93	46.65	26.53	36.51	3.93	84.51	338.05
90846	15 minutes	Fam. psychother. w/o PT - Specialty Physician	60.81	20.27	23.06	12.74	1.96	39.61	158.45
90846	15 minutes	Fam. psychother. w/o PT - Clinical Psychologist	22.51	7.50	8.54	7.87	1.96	16.13	64.51
90846	15 minutes	Fam. psychother. w/o PT - Master's Level Degree Unlicensed (MHP)	15.03	5.01	5.70	6.27	1.96	11.32	45.29
90846	15 minutes	Fam. psychother. w/o PT - Master's Level Degree Licensed (MHP)	16.70	5.57	6.33	6.64	1.96	12.40	49.60
90846	15 minutes	Fam. psychother. w/o PT - Master's and Below (Non-MHP Agency-Affiliated Counselors)	14.31	4.77	5.42	6.11	1.96	10.86	43.43
90846	15 minutes	Fam. psychother. w/o PT - PAs, NPs, and Pharmacists	34.98	11.66	13.26	10.26	1.96	24.04	96.18
90846	15 minutes	Fam. psychother. w/o PT - Registered Nurse	24.57	8.19	9.32	8.35	1.96	17.46	69.85
90846	15 minutes	Fam. psychother. w/o PT - Licensed Practical Nurse	15.74	5.25	5.97	6.43	1.96	11.78	47.12

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CY2023 Preliminary Behavioral Health Comparison Rates
Attachment C.2 – Service Rate Components for MH Outpatient Services, Using Statewide Wages and Transportation

HCPCS	Unit Type	Description and Provider Grouping	Direct Service Employee Salaries & Wages	Indirect Service Employee Salaries & Wages	Transportation Service Employee Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
90847	15 minutes	Fam. psychother. w/ PT present - Specialty Physician	60.81	20.27	23.06	12.74	1.96	39.61	158.45
90847	15 minutes	Fam. psychother. w/ PT present - Clinical Psychologist	22.51	7.50	8.54	7.87	1.96	16.13	64.51
90847	15 minutes	Fam. psychother. w/ PT present - Master's Level Degree Unlicensed (MHP)	15.03	5.01	5.70	6.27	1.96	11.32	45.29
90847	15 minutes	Fam. psychother. w/ PT present - Master's Level Degree Licensed (MHP)	16.70	5.57	6.33	6.64	1.96	12.40	49.60
90847	15 minutes	Fam. psychother. w/ PT present - Master's and Below (Non-MHP Agency-Affiliated Counselors)	14.31	4.77	5.42	6.11	1.96	10.86	43.43
90847	15 minutes	Fam. psychother. w/ PT present - PAs, NPs, and Pharmacists	34.98	11.66	13.26	10.26	1.96	24.04	96.18
90847	15 minutes	Fam. psychother. w/ PT present - Registered Nurse	24.57	8.19	9.32	8.35	1.96	17.46	69.85
90847	15 minutes	Fam. psychother. w/ PT present - Licensed Practical Nurse	15.74	5.25	5.97	6.43	1.96	11.78	47.12
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Specialty Physician	12.16	6.49	0.61	2.36	0.26	7.29	29.18
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Clinical Psychologist	4.50	2.40	0.23	1.46	0.26	2.95	11.80
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Master's Level Degree Unlicensed (MHP)	3.01	1.60	0.15	1.16	0.26	2.06	8.24

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Attachment C.2 – Service Rate Components for MH Outpatient Services, Using Statewide Wages and Transportation**

HCPCS	Unit Type	Description and Provider Grouping	Direct Service Employee Salaries & Wages	Indirect Service Employee Salaries & Wages	Transportation Service Employee Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Master's Level Degree Licensed (MHP)	3.34	1.78	0.17	1.23	0.26	2.26	9.04
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Master's and Below (Non-MHP Agency-Affiliated Counselors)	2.86	1.53	0.14	1.13	0.26	1.97	7.90
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - PAs, NPs, and Pharmacists	7.00	3.73	0.35	1.90	0.26	4.41	17.66
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Registered Nurse	4.91	2.62	0.25	1.55	0.26	3.20	12.79
90853	15 minutes	Grp psychother. (other than of a multiple-fam. grp) - Licensed Practical Nurse	3.15	1.68	0.16	1.19	0.26	2.15	8.58
99205	Encounter	Office/OP visit, new patient, high MDM or 60-74 total time of encounter - Specialty Physician	243.23	81.08	23.06	42.51	1.96	130.61	522.44
99205	Encounter	Office/OP visit, new patient, high MDM or 60-74 total time of encounter - PAs, NPs, and Pharmacists	139.93	46.65	13.26	34.23	1.96	78.68	314.72
99213	Encounter	Office/OP visit, established patient, low MDM or 20-29 minutes total time of encounter. - Specialty Physician	60.81	20.27	46.11	15.57	3.93	48.89	195.57
99213	Encounter	Office/OP visit, established patient, low MDM or 20-29 minutes total time of encounter. - PAs, NPs, and Pharmacists	34.98	11.66	26.53	12.53	3.93	29.88	119.51
99214	Encounter	Office/OP visit, established patient, moderate MDM or 30-39 minutes total time of encounter. - Specialty Physician	101.35	40.54	46.11	23.01	3.93	71.64	286.57
99214	Encounter	Office/OP visit, established patient, moderate MDM or 30-39 minutes total time of encounter. - PAs, NPs, and Pharmacists	58.31	23.32	26.53	18.53	3.93	43.54	174.15
99215	Encounter	Office/OP visit, established patient, high MDM or 40-54 minutes total time of encounter. - Specialty Physician	162.15	56.75	46.11	32.43	3.93	100.46	401.83
99215	Encounter	Office/OP visit, established patient, high MDM or 40-54 minutes total time of encounter. - PAs, NPs, and Pharmacists	93.29	32.65	26.53	26.12	3.93	60.84	243.35
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Specialty Physician	60.81	20.27	13.83	11.62	1.18	35.90	143.60
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Clinical Psychologist	22.51	7.50	5.12	7.17	1.18	14.50	57.98

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Attachment C.2 – Service Rate Components for MH Outpatient Services, Using Statewide Wages and Transportation**

HCPCS	Unit Type	Description and Provider Grouping	Direct Service Employee Salaries & Wages	Indirect Service Employee Salaries & Wages	Transportation Service Employee Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Master's Level Degree Unlicensed (MHP)	15.03	5.01	3.42	5.71	1.18	10.12	40.47
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Master's Level Degree Licensed (MHP)	16.70	5.57	3.80	6.05	1.18	11.10	44.39
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Master's and Below (Non-MHP Agency-Affiliated Counselors)	14.31	4.77	3.25	5.57	1.18	9.69	38.77
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - PAs, NPs, and Pharmacists	34.98	11.66	7.96	9.35	1.18	21.71	86.85
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Registered Nurse	24.57	8.19	5.59	7.61	1.18	15.71	62.85
H0004MH	15 minutes	BH cnsling and ther., per 15 minutes - Licensed Practical Nurse	15.74	5.25	3.58	5.86	1.18	10.53	42.13
H0031	15 minutes	MH health assess by non-MD - Clinical Psychologist	22.51	7.50	2.28	6.59	0.52	13.14	52.54
H0031	15 minutes	MH health assess by non-MD - Master's Level Degree Unlicensed (MHP)	15.03	5.01	1.52	5.25	0.52	9.11	36.44
H0031	15 minutes	MH health assess by non-MD - Master's Level Degree Licensed (MHP)	16.70	5.57	1.69	5.56	0.52	10.01	40.05
H0031	15 minutes	MH health assess by non-MD - Registered Nurse	24.57	8.19	2.48	7.00	0.52	14.25	57.02
H0031	15 minutes	MH health assess by non-MD - Licensed Practical Nurse	15.74	5.25	1.59	5.38	0.52	9.49	37.98
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Specialty Physician	60.81	101.35	12.30	21.35	1.05	65.61	262.46
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Clinical Psychologist	22.51	37.52	4.55	13.18	1.05	26.27	105.09
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Master's Level Degree Unlicensed (MHP)	15.03	25.05	3.04	10.50	1.05	18.22	72.89
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Master's Level Degree Licensed (MHP)	16.70	27.84	3.38	11.12	1.05	20.03	80.11

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Attachment C.2 – Service Rate Components for MH Outpatient Services, Using Statewide Wages and Transportation**

HCPCS	Unit Type	Description and Provider Grouping	Direct Service Employee Salaries & Wages	Indirect Service Employee Salaries & Wages	Transportation Service Employee Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Master's and Below (Non-MHP Agency-Affiliated Counselors)	14.31	23.84	2.89	10.24	1.05	17.44	69.77
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - PAs, NPs, and Pharmacists	34.98	58.31	7.07	17.19	1.05	39.53	158.14
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Registered Nurse	24.57	40.95	4.97	13.99	1.05	28.51	114.03
H0036	15 minutes	Comm. psych. supp. tx., face-face, per 15 mins - Licensed Practical Nurse	15.74	26.23	3.18	10.76	1.05	18.99	75.96
H0038	15 minutes	Self-help/peer srvc, per 15 mins - Peer Support	11.31	3.02	3.43	4.97	1.57	8.10	32.39
H2014	15 minutes	Skills train and dev, per 15 mins - Specialty Physician	60.81	16.22	12.30	10.93	1.05	33.77	135.06
H2014	15 minutes	Skills train and dev, per 15 mins - Clinical Psychologist	22.51	6.00	4.55	6.75	1.05	13.62	54.49
H2014	15 minutes	Skills train and dev, per 15 mins - Master's Level Degree Unlicensed (MHP)	15.03	4.01	3.04	5.38	1.05	9.50	38.00
H2014	15 minutes	Skills train and dev, per 15 mins - Master's Level Degree Licensed (MHP)	16.70	4.45	3.38	5.69	1.05	10.42	41.70
H2014	15 minutes	Skills train and dev, per 15 mins - Master's and Below (Non-MHP Agency-Affiliated Counselors)	14.31	3.81	2.89	5.24	1.05	9.10	36.40
H2014	15 minutes	Skills train and dev, per 15 mins - PAs, NPs, and Pharmacists	34.98	9.33	7.07	8.80	1.05	20.41	81.65
H2014	15 minutes	Skills train and dev, per 15 mins - Registered Nurse	24.57	6.55	4.97	7.16	1.05	14.77	59.07
H2014	15 minutes	Skills train and dev, per 15 mins - Licensed Practical Nurse	15.74	4.20	3.18	5.51	1.05	9.89	39.57
H2014	15 minutes	Skills train and dev, per 15 mins - Peer Support	11.31	3.02	2.29	4.65	1.05	7.44	29.74
H2015	15 minutes	Comprehensive community support services, per 15 mins - Specialty Physician	60.81	16.22	30.74	13.19	2.62	41.19	164.76

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CY2023 Preliminary Behavioral Health Comparison Rates
Attachment C.2 – Service Rate Components for MH Outpatient Services, Using Statewide Wages and Transportation

HCPCS	Unit Type	Description and Provider Grouping	Direct Service Employee Salaries & Wages	Indirect Service Employee Salaries & Wages	Transportation Service Employee Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
H2015	15 minutes	Comprehensive community support services, per 15 mins - Clinical Psychologist	22.51	6.00	11.38	8.14	2.62	16.89	67.54
H2015	15 minutes	Comprehensive community support services, per 15 mins - Master's Level Degree Unlicensed (MHP)	15.03	4.01	7.60	6.49	2.62	11.91	47.65
H2015	15 minutes	Comprehensive community support services, per 15 mins - Master's Level Degree Licensed (MHP)	16.70	4.45	8.44	6.87	2.62	13.03	52.11
H2015	15 minutes	Comprehensive community support services, per 15 mins - Master's and Below (Non-MHP Agency-Affiliated Counselors)	14.31	3.81	7.23	6.32	2.62	11.43	45.72
H2015	15 minutes	Comprehensive community support services, per 15 mins - PAs, NPs, and Pharmacists	34.98	9.33	17.69	10.62	2.62	25.08	100.31
H2015	15 minutes	Comprehensive community support services, per 15 mins - Registered Nurse	24.57	6.55	12.42	8.64	2.62	18.27	73.07
H2015	15 minutes	Comprehensive community support services, per 15 mins - Licensed Practical Nurse	15.74	4.20	7.96	6.65	2.62	12.39	49.55
H2015	15 minutes	Comprehensive community support services, per 15 mins - Peer Support	11.31	3.02	5.72	5.60	2.62	9.42	37.69

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Attachment D

CY2023 Preliminary Comparison Rates – SUD Outpatient

- Rate Summary
- Rate Component (using statewide wages)

State of Washington
Health Care Authority
CY2023 Preliminary Behavioral Health Comparison Rates
Attachment D.1 – Rate Summary for SUD Outpatient Services

HCPCS	Unit Type	Description and Provider Grouping	Standard Wage, Frontier Travel	Standard Wage, Rural Travel	Standard Wage, Urban Travel	High-Cost Wage, Urban Travel	Statewide Wage, Statewide Travel
96164	30 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more) face to face, first 30 minutes - SUDPT	\$ 14.87	\$ 13.45	\$ 12.72	\$ 13.53	\$ 13.42
96164	30 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more) face to face, first 30 minutes - SUDP Bachelor's and Below	15.36	13.93	13.20	14.06	13.93
96164	30 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more) face to face, first 30 minutes - SUDP Master's in a Social Services Field	16.57	15.12	14.39	15.35	15.17
96165	15 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more), face-to-face; each additional 15 minutes (List separately in addition to code for primary service) - SUDPT	4.09	4.09	4.09	4.39	4.24
96165	15 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more), face-to-face; each additional 15 minutes (List separately in addition to code for primary service) - SUDP Bachelor's and Below	4.27	4.27	4.27	4.58	4.43
96165	15 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more), face-to-face; each additional 15 minutes (List separately in addition to code for primary service) - SUDP Master's in a Social Services Field	4.70	4.70	4.70	5.05	4.88
H0001	Encounter	Alcohol/drug assessmt - SUDPT	207.72	205.01	204.28	219.00	212.07
H0001	Encounter	Alcohol/drug assessmt - SUDP Bachelor's and Below	216.52	213.74	213.01	228.44	221.16
H0001	Encounter	Alcohol/drug assessmt - SUDP Master's in a Social Services Field	238.12	235.18	234.45	251.62	243.49
H0004SUD	15 minutes	Behav. Hlth Cnslng and thrpy, per 15 mins - SUDPT	37.12	34.68	34.02	36.40	35.53
H0004SUD	15 minutes	Behav. Hlth Cnslng and thrpy, per 15 mins - SUDP Bachelor's and Below	38.59	36.09	35.43	37.92	37.00
H0004SUD	15 minutes	Behav. Hlth Cnslng and thrpy, per 15 mins - SUDP Master's in a Social Services Field	42.19	39.55	38.89	41.66	40.61
T1016	15 minutes	Case management, each 15 mins - SUDPT	34.27	31.03	30.05	32.09	31.53
T1016	15 minutes	Case management, each 15 mins - SUDP Bachelor's and Below	35.55	32.24	31.26	33.40	32.79
T1016	15 minutes	Case management, each 15 mins - SUDP Master's in a Social Services Field	38.69	35.21	34.23	36.61	35.89

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State of Washington Health Care Authority CY2023 Preliminary Behavioral Health Comparison Rates Attachment D.2 – Service Rate Components for SUD Outpatient Services, Using Statewide Wages and Transportation										
HCPCS	Unit Type	Description and Provider Grouping	Direct Service Employee Salaries & Wages	Indirect Service Employee Salaries & Wages	Transportation Service Employee Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate	
96164	30 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more) face to face, first 30 minutes - SUDPT	\$ 3.62	\$ 2.90	\$ 0.46	\$ 1.79	\$ 1.31	\$ 3.36	\$ 13.42	
96164	30 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more) face to face, first 30 minutes - SUDP Bachelor's and Below	3.79	3.03	0.48	1.83	1.31	3.48	13.93	
96164	30 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more) face to face, first 30 minutes - SUDP Master's in a Social Services Field	4.22	3.38	0.53	1.93	1.31	3.79	15.17	
96165	15 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more), face-to-face; each additional 15 minutes (List separately in addition to code for primary service) - SUDPT	1.81	0.72	-	0.65	-	1.06	4.24	
96165	15 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more), face-to-face; each additional 15 minutes (List separately in addition to code for primary service) - SUDP Bachelor's and Below	1.90	0.76	-	0.66	-	1.11	4.43	
96165	15 minutes	Behav. Hlth Intrvtn. w/ grp (2 or more), face-to-face; each additional 15 minutes (List separately in addition to code for primary service) - SUDP Master's in a Social Services Field	2.11	0.84	-	0.70	-	1.22	4.88	
H0001	Encounter	Alcohol/drug assessmt - SUDPT	95.01	27.14	3.43	32.16	1.31	53.02	212.07	
H0001	Encounter	Alcohol/drug assessmt - SUDP Bachelor's and Below	99.58	28.45	3.60	32.93	1.31	55.29	221.16	
H0001	Encounter	Alcohol/drug assessmt - SUDP Master's in a Social Services Field	110.82	31.66	4.00	34.82	1.31	60.87	243.49	
H0004SUD	15 minutes	Behav. Hlth Cnslng and thrpy, per 15 mins - SUDPT	13.57	3.62	3.09	5.19	1.18	8.88	35.53	
H0004SUD	15 minutes	Behav. Hlth Cnslng and thrpy, per 15 mins - SUDP Bachelor's and Below	14.23	3.79	3.24	5.32	1.18	9.25	37.00	
H0004SUD	15 minutes	Behav. Hlth Cnslng and thrpy, per 15 mins - SUDP Master's in a Social Services Field	15.83	4.22	3.60	5.62	1.18	10.15	40.61	
T1016	15 minutes	Case management, each 15 mins - SUDPT	10.86	2.90	3.68	4.46	1.75	7.88	31.53	
T1016	15 minutes	Case management, each 15 mins - SUDP Bachelor's and Below	11.38	3.03	3.85	4.57	1.75	8.20	32.79	
T1016	15 minutes	Case management, each 15 mins - SUDP Master's in a Social Services Field	12.67	3.38	4.29	4.83	1.75	8.97	35.89	

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Attachment E

CY2023 Preliminary Comparison Rates – SUD Residential

- Rate Summary
- Rate Buildups (based on high-cost wages)

State of Washington
Health Care Authority
Behavioral Health Comparison Rate Development
Attachment E.1 - Rate Summary for SUD Residential Services

HCPCS	ASAM	Unit Type	Population	Description	Standard Wage	High-Cost Wage	Statewide Wage
H0010	ASAM Level 3.2	Per Diem	Not applicable	Alcohol/drug services; subacute detox in Free Standing E&T facility, per diem (inpatient residential addition program); Use this code for Clinically Managed Withdrawal Management.	\$ 471.54	\$ 503.32	\$ 487.61
H0011	ASAM Level 3.7	Per Diem	Not applicable	Alcohol/drug services; acute detox in Free Standing E&T facility, per diem (inpatient residential addition program); Use this code for Medically Monitored Withdrawal Management.	661.93	708.06	685.25
H0018	ASAM Level 3.5	Per Diem	Adult	Behavioral health; short-term resid. (nonhospital residential trx program), w/o room and board, per diem; ASAM Level 3.5.	384.50	410.36	397.57
H0018	ASAM Level 3.5	Per Diem	Co-occurring MH & SUD	Behavioral health; short-term resid. (nonhospital residential trx program), w/o room and board, per diem; ASAM Level 3.5; Co-occurring MH & SUD.	399.21	426.21	412.86
H0018	ASAM Level 3.5	Per Diem	Youth facility	Behavioral health; short-term resid. (nonhospital residential trx program), w/o room and board, per diem; ASAM Level 3.5; Youth facility.	543.85	581.58	562.92
H0018	ASAM Level 3.5	Per Diem	PPW facility	Behavioral health; short-term resid. (nonhospital residential trx program), w/o room and board, per diem; ASAM Level 3.5; PPW facility.	449.53	480.09	464.98

State of Washington
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Attachment E.2 - Rate Buildup for H0010

Service Information

Service Code: H0010
 Region: High-Cost Wage
 Service Category: SUD Residential
 Service Description: Alcohol/drug services; subacute detox in Free Standing E&T facility, Per Diem (inpatient residential addition program); Use this code for Clinically Managed Withdrawal Management.
 Reporting Units: Per Diem

		Resident Assistant in SUD Facility (non-clinical)	SUDP Bachelor's and Below	SUDP Master's in a Social Services Field	Registered Nurse	Licensed Practical Nurse	PAs, NPs, and Pharmacists	Total	Notes
A	First shift workers	1.00	1.50	1.00	0.80	0.20	1.00		
B	Second shift workers	1.00	1.00	-	0.80	0.20	-		
C	Third shift workers	1.00	-	-	0.80	0.20	-		
D	Weekend first shift workers	1.00	1.50	-	0.80	0.20	1.00		
E	Weekend second shift workers	1.00	1.00	-	0.80	0.20	-		
F	Weekend third shift workers	1.00	-	-	0.80	0.20	-		
G	Total weekly hours	168	140	40	134	34	56	572	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Number of individuals served							16	The assumed number of clients in the facility
I	PTO/training/conference time adjustment factor	19.7%	22.4%	22.4%	22.4%	22.4%	22.4%		Based on separate PTO build
J	Adjusted total hours of time per week	201.06	171.34	48.96	164.49	41.12	68.54		$J = G * (1 + I)$
K	Hourly wage	\$ 23.47	\$ 34.73	\$ 38.66	\$ 60.15	\$ 38.65	\$ 85.80		Based on separate wage build
L	Percent of hours that are third shift	33%	0%	0%	33%	33%	0%		$L = ((C * 5 + F * 2) * 8) / G$
M	Total wages expense per week	\$ 4,853	\$ 5,950	\$ 1,892	\$ 10,004	\$ 1,617	\$ 5,881		$M = J * (K + L * \$2)$ Third shift workers get paid an extra \$2/hour
N	Holidays worked per year	10.00	10.00	10.00	10.00	-	10.00		
O	Percent of non-holiday hours paid at time and a half	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
P	Percent of total hours paid at time and a half	2.7%	2.7%	2.7%	2.7%	0.0%	2.7%		$P = ((365.25 - N) * O + N) / 365.25$
Q	Total direct care wage adjusted for overtime and holidays per week	\$ 4,908.49	\$ 6,016.86	\$ 1,913.64	\$ 10,115.63	\$ 1,616.83	\$ 5,946.36	\$ 30,517.80	$Q = M + G * P * (K + L * \$2) * 0.5$
R	Employee related expense (ERE) percentage	30.0%	24.7%	23.5%	19.6%	23.5%	16.8%		Based on separate ERE build
S	Total ERE expense per week	\$ 1,473.33	\$ 1,485.79	\$ 449.32	\$ 1,987.29	\$ 379.65	\$ 999.21	\$ 6,774.59	$S = Q * R$
T	Medication and on-call physician costs							\$ 2,872.80	$T = (\$20 \text{ Medication} + \$7 \text{ On-Call Physician}) \text{ per client per day} * 16 \text{ clients} * 7 \text{ days} * Y$
U	Subtotal before administration / overhead / program support							\$ 40,165.19	$U = (Q + S + T)$
V	Administration / program support / overhead percentage							25.0%	
W	Administration / overhead / program support cost per week							\$13,388.40	$W = (U * V) / (1 - V)$
X	Total cost per week							\$53,553.59	$X = U + W$
Y	Caseload efficiency							95.0%	
Z	Units per week							7.00	
AA	Preliminary Per Diem Rate							\$503.32	$AA = X / Y / Z / H$

Ref.	Cost Component						Total	Notes
AB	Direct-Care Employee Salaries & Wages						\$ 286.82	$AB = Q / H / Y / Z$
AC	Employee related expenses						\$ 63.67	$AC = S / H / Y / Z$
AD	Administration, program support & overhead						\$ 152.83	$AD = (T + W) / H / Y / Z$
AE	Preliminary Per Diem Rate						\$503.32	

State of Washington
Health Care Authority
Attachment E.3 - Rate Buildup for H0011

Service Information

Service Code: H0011
 Region: High-Cost Wage
 Service Category: SUD Residential
 Service Description: Alcohol/drug services; acute detox in Free Standing E&T facility, Per Diem (inpatient residential addition program); Use this code for Medically Monitored Withdrawal Management.
 Reporting Units: Per Diem

		Resident Assistant in SUD Facility (non-clinical)	SUDP Bachelor's and Below	SUDP Master's in a Social Services Field	Registered Nurse	Licensed Practical Nurse	PAs, NPs, and Pharmacists	Total	Notes
A	First shift workers	1.00	1.50	1.00	2.00	0.50	1.00		
B	Second shift workers	1.00	1.00	-	2.00	0.50	-		
C	Third shift workers	1.00	-	-	1.20	0.30	-		
D	Weekend first shift workers	1.00	1.50	-	2.00	0.50	1.00		
E	Weekend second shift workers	1.00	1.00	-	2.00	0.50	-		
F	Weekend third shift workers	1.00	-	-	1.20	0.30	-		
G	Total weekly hours	168	140	40	291	73	56	768	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Number of individuals served							16	The assumed number of clients in the facility
I	PTO/training/conference time adjustment factor	19.7%	22.4%	22.4%	22.4%	22.4%	22.4%		Based on separate PTO build
J	Adjusted total hours of time per week	201.06	171.34	48.96	356.40	89.10	68.54		$J = G * (1 + I)$
K	Hourly wage	\$ 23.47	\$ 34.73	\$ 38.66	\$ 60.15	\$ 38.65	\$ 85.80		Based on separate wage build
L	Percent of hours that are third shift	33%	0%	0%	23%	23%	0%		$L = ((C * 5 + F * 2) * 8) / G$
M	Total wages expense per week	\$ 4,853	\$ 5,950	\$ 1,892	\$ 21,602	\$ 3,485	\$ 5,881		$M = J * (K + L * \$2) \parallel$ Third shift workers get paid an extra \$2/hour
N	Holidays worked per year	10.00	10.00	10.00	10.00	-	10.00		
O	Percent of non-holiday hours paid at time and a half	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
P	Percent of total hours paid at time and a half	2.7%	2.7%	2.7%	2.7%	0.0%	2.7%		$P = ((365.25 - N) * O + N) / 365.25$
Q	Total direct care wage adjusted for overtime and holidays per week	\$ 4,908.49	\$ 6,016.86	\$ 1,913.64	\$ 21,843.28	\$ 3,484.85	\$ 5,946.36	\$ 44,113.47	$Q = M + G * P * (K + L * \$2) * 0.5$
R	Employee related expense (ERE) percentage	30.0%	24.7%	23.5%	19.6%	23.5%	16.8%		Based on separate ERE build
S	Total ERE expense per week	\$ 1,473.33	\$ 1,485.79	\$ 449.32	\$ 4,291.27	\$ 818.29	\$ 999.21	\$ 9,517.21	$S = Q * R$
T	Medication and on-call physician costs							\$ 2,872.80	$T = (\$20 \text{ Medication} + \$7 \text{ On-Call Physician}) \text{ per client per day} * 16 \text{ clients} * 7 \text{ days} * Y$
U	Subtotal before administration / overhead / program support							\$ 56,503.48	$U = (Q + S + T)$
V	Administration / program support / overhead percentage							25.0%	
W	Administration / overhead / program support cost per week							\$18,834.49	$W = (U * V) / (1 - V)$
X	Total cost per week							\$75,337.97	$X = U + W$
Y	Caseload efficiency							95.0%	
Z	Units per week							7.00	
AA	Preliminary Per Diem Rate							\$708.06	$AA = X / Y / Z / H$

Ref.	Cost Component							Total	Notes
AB	Direct-Care Employee Salaries & Wages							\$ 414.60	$AB = Q / H / Y / Z$
AC	Employee related expenses							\$ 89.45	$AC = S / H / Y / Z$
AD	Administration, program support & overhead							\$ 204.02	$AD = (T + W) / H / Y / Z$
AE	Preliminary Per Diem Rate							\$708.06	

State of Washington
Health Care Authority
Attachment E.4 - Rate Buildup for H0018

Service Information

Service Code: H0018
 Region: High-Cost Wage
 Service Category: SUD Residential
 Service Description: Behavioral health; short-term resid. (nonhospital residential trx program), w/o room and board, Per Diem; ASAM Level 3.5.
 Reporting Units: Per Diem

		Resident Assistant in SUD Facility (non-clinical)	SUDPT	SUDP Bachelor's and Below	SUDP Master's in a Social Services Field	Licensed Practical Nurse	Specialty Physician	Total	Notes
A	First shift workers	2.00	1.00	1.00	1.50	0.50	0.20		
B	Second shift workers	2.00	-	1.00	1.00	-	-		
C	Third shift workers	2.00	-	-	-	-	-		
D	Weekend first shift workers	2.00	1.00	1.00	1.50	-	-		
E	Weekend second shift workers	2.00	-	1.00	1.00	-	-		
F	Weekend third shift workers	2.00	-	-	-	-	-		
G	Total weekly hours	336	56	112	140	20	8	672	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Number of individuals served							16	The assumed number of clients in the facility
I	PTO/training/conference time adjustment factor	19.7%	22.4%	22.4%	22.4%	22.4%	21.0%		Based on separate PTO build
J	Adjusted total hours of time per week	402.12	68.54	137.08	171.34	24.48	9.68		$J = G * (1 + I)$
K	Hourly wage	\$ 23.47	\$ 32.95	\$ 34.73	\$ 38.66	\$ 38.65	\$ 154.67		Based on separate wage build
L	Percent of hours that are third shift	33%	0%	0%	0%	0%	0%		$L = ((C * 5 + F * 2) * 8) / G$
M	Total wages expense per week	\$ 9,706	\$ 2,258	\$ 4,760	\$ 6,624	\$ 946	\$ 1,497		$M = J * (K + L * \$2) $ Third shift workers get paid an extra \$2/hour
N	Holidays worked per year	10.00	10.00	10.00	10.00	-	-		
O	Percent of non-holiday hours paid at time and a half	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
P	Percent of total hours paid at time and a half	2.7%	2.7%	2.7%	2.7%	0.0%	0.0%		$P = ((365.25 - N) * O + N) / 365.25$
Q	Total direct care wage adjusted for overtime and holidays per week	\$ 9,816.98	\$ 2,283.75	\$ 4,813.49	\$ 6,697.72	\$ 946.08	\$ 1,496.79	\$ 26,054.80	$Q = M + G * P * (K + L * \$2) * 0.5$
R	Employee related expense (ERE) percentage	30.0%	25.3%	24.7%	23.5%	23.5%	12.2%		Based on separate ERE build
S	Total ERE expense per week	\$ 2,946.65	\$ 578.64	\$ 1,188.64	\$ 1,572.60	\$ 222.15	\$ 183.18	\$ 6,691.86	$S = Q * R$
T	Medication and on-call physician costs							\$ 0.00	$T = (\$0 \text{ Medication} + \$0 \text{ On-Call Physician}) \text{ per client per day} * 16 \text{ clients} * 7 \text{ days} * Y$
U	Subtotal before administration / overhead / program support							\$ 32,746.66	$U = (Q + S + T)$
V	Administration / program support / overhead percentage							25.0%	
W	Administration / overhead / program support cost per week							\$ 10,915.55	$W = (U * V) / (1 - V)$
X	Total cost per week							\$ 43,662.22	$X = U + W$
Y	Caseload efficiency							95.0%	
Z	Units per week							7.00	
AA	Preliminary Per Diem Rate							\$ 410.36	$AA = X / Y / Z / H$

Ref.	Cost Component						Total	Notes
AB	Direct-Care Employee Salaries & Wages						\$ 244.88	$AB = Q / H / Y / Z$
AC	Employee related expenses						\$ 62.89	$AC = S / H / Y / Z$
AD	Administration, program support & overhead						\$ 102.59	$AD = (T + W) / H / Y / Z$
AE	Preliminary Per Diem Rate						\$ 410.36	

State of Washington
Health Care Authority
Attachment E.5 - Rate Buildup for H0018 Co-occurring MH & SUD

Service Information

Service Code: H0018 - Co-occurring
 Region: High-Cost Wage
 Service Category: SUD Residential
 Service Description: Behavioral health; short-term resid. (nonhospital residential trx program), w/o room and board, Per Diem; ASAM Level 3.5; Co-occurring MH & SUD.
 Reporting Units: Per Diem

		Resident Assistant in SUD Facility (non-clinical)	SUDPT	SUDP Master's in a Social Services Field	PAs, NPs, and Pharmacists	Specialty Physician	Total	Notes
A	First shift workers	2.00	1.00	2.00	0.50	0.20		
B	Second shift workers	2.00	-	2.00	-	-		
C	Third shift workers	2.00	-	-	-	-		
D	Weekend first shift workers	2.00	1.00	2.00	0.50	-		
E	Weekend second shift workers	2.00	-	2.00	-	-		
F	Weekend third shift workers	2.00	-	-	-	-		
G	Total weekly hours	336	56	224	28	8	652	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Number of individuals served						16	The assumed number of clients in the facility
I	PTO/training/conference time adjustment factor	19.7%	22.4%	22.4%	22.4%	21.0%		Based on separate PTO build
J	Adjusted total hours of time per week	402.12	68.54	274.15	34.27	9.68		$J = G * (1 + I)$
K	Hourly wage	\$ 23.47	\$ 32.95	\$ 38.66	\$ 85.80	\$ 154.67		Based on separate wage build
L	Percent of hours that are third shift	33%	0%	0%	0%	0%		$L = ((C * 5 + F * 2) * 8) / G$
M	Total wages expense per week	\$ 9,706	\$ 2,258	\$ 10,598	\$ 2,940	\$ 1,497		$M = J * (K + L * \$2)$ Third shift workers get paid an extra \$2/hour
N	Holidays worked per year	10.00	10.00	10.00	10.00	-		
O	Percent of non-holiday hours paid at time and a half	0.0%	0.0%	0.0%	0.0%	0.0%		
P	Percent of total hours paid at time and a half	2.7%	2.7%	2.7%	2.7%	0.0%		$P = ((365.25 - N) * O + N) / 365.25$
Q	Total direct care wage adjusted for overtime and holidays per week	\$ 9,816.98	\$ 2,283.75	\$ 10,716.36	\$ 2,973.18	\$ 1,496.79	\$ 27,287.05	$Q = M + G * P * (K + L * \$2) * 0.5$
R	Employee related expense (ERE) percentage	30.0%	25.3%	23.5%	16.8%	12.2%		Based on separate ERE build
S	Total ERE expense per week	\$ 2,946.65	\$ 578.64	\$ 2,516.17	\$ 499.60	\$ 183.18	\$ 6,724.24	$S = Q * R$
T	Medication and on-call physician costs						\$ 0.00	$T = (\$0 \text{ Medication} + \$0 \text{ On-Call Physician}) \text{ per client per day} * 16 \text{ clients} * 7 \text{ days} * Y$
U	Subtotal before administration / overhead / program support						\$ 34,011.29	$U = (Q + S + T)$
V	Administration / program support / overhead percentage						25.0%	
W	Administration / overhead / program support cost per week						\$11,337.10	$W = (U * V) / (1 - V)$
X	Total cost per week						\$45,348.39	$X = U + W$
Y	Caseload efficiency						95.0%	
Z	Units per week						7.00	
AA	Preliminary Per Diem Rate						\$426.21	$AA = X / Y / Z / H$

Ref.	Cost Component					Total	Notes
AB	Direct-Care Employee Salaries & Wages					\$ 256.46	$AB = Q / H / Y / Z$
AC	Employee related expenses					\$ 63.20	$AC = S / H / Y / Z$
AD	Administration, program support & overhead					\$ 106.55	$AD = (T + W) / H / Y / Z$
AE	Preliminary Per Diem Rate					\$426.21	

State of Washington
Health Care Authority
Attachment E.6 - Rate Buildup for H0018 Youth Facility

Service Information

Service Code: H0018 - Youth
 Region: High-Cost Wage
 Service Category: SUD Residential
 Service Description: Behavioral health; short-term resid. (nonhospital residential trx program), w/o room and board, Per Diem; ASAM Level 3.5; Youth facility.
 Reporting Units: Per Diem

		Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDPT	SUDP Bachelor's and Below	SUDP Master's in a Social Services Field	Specialty Physician	Total	Notes
A	First shift workers	3.00	1.00	1.00	2.00	0.20		
B	Second shift workers	3.00	-	1.00	1.00	-		
C	Third shift workers	2.50	-	-	-	-		
D	Weekend first shift workers	3.00	1.00	1.00	2.00	-		
E	Weekend second shift workers	3.00	-	1.00	1.00	-		
F	Weekend third shift workers	2.50	-	-	-	-		
G	Total weekly hours	476	56	112	168	8	820	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Number of individuals served						16	The assumed number of clients in the facility
I	PTO/training/conference time adjustment factor	22.4%	22.4%	22.4%	22.4%	21.0%		Based on separate PTO build
J	Adjusted total hours of time per week	582.57	68.54	137.08	205.61	9.68		$J = G * (1 + I)$
K	Hourly wage	\$ 34.73	\$ 32.95	\$ 34.73	\$ 38.66	\$ 154.67		Based on separate wage build
L	Percent of hours that are third shift	29%	0%	0%	0%	0%		$L = ((C * 5 + F * 2) * 8) / G$
M	Total wages expense per week	\$ 20,574	\$ 2,258	\$ 4,760	\$ 7,948	\$ 1,497		$M = J * (K + L * \$2)$ Third shift workers get paid an extra \$2/hour
N	Holidays worked per year	10.00	10.00	10.00	10.00	-		
O	Percent of non-holiday hours paid at time and a half	0.0%	0.0%	0.0%	0.0%	0.0%		
P	Percent of total hours paid at time and a half	2.7%	2.7%	2.7%	2.7%	0.0%		$P = ((365.25 - N) * O + N) / 365.25$
Q	Total direct care wage adjusted for overtime and holidays per week	\$ 20,803.85	\$ 2,283.75	\$ 4,813.49	\$ 8,037.27	\$ 1,496.79	\$ 37,435.14	$Q = M + G * P * (K + L * \$2) * 0.5$
R	Employee related expense (ERE) percentage	24.7%	25.3%	24.7%	23.5%	12.2%		Based on separate ERE build
S	Total ERE expense per week	\$ 5,137.27	\$ 578.64	\$ 1,188.64	\$ 1,887.13	\$ 183.18	\$ 8,974.85	$S = Q * R$
T	Medication and on-call physician costs						\$ 0.00	$T = (\$0 \text{ Medication} + \$0 \text{ On-Call Physician}) \text{ per client per day} * 16 \text{ clients} * 7 \text{ days} * Y$
U	Subtotal before administration / overhead / program support						\$ 46,409.99	$U = (Q + S + T)$
V	Administration / program support / overhead percentage						25.0%	
W	Administration / overhead / program support cost per week						\$15,470.00	$W = (U * V) / (1 - V)$
X	Total cost per week						\$61,879.98	$X = U + W$
Y	Caseload efficiency						95.0%	
Z	Units per week						7.00	
AA	Preliminary Per Diem Rate						\$581.58	$AA = X / Y / Z / H$

Ref.	Cost Component	Total	Notes
AB	Direct-Care Employee Salaries & Wages	\$ 351.83	$AB = Q / H / Y / Z$
AC	Employee related expenses	\$ 84.35	$AC = S / H / Y / Z$
AD	Administration, program support & overhead	\$ 145.39	$AD = (T + W) / H / Y / Z$
AE	Preliminary Per Diem Rate	\$581.58	

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Attachment E.7 - Rate Buildup for H0018 Pregnant and Parenting Women

Service Information

Service Code: H0018 - PPW
 Region: High-Cost Wage
 Service Category: SUD Residential
 Service Description: Behavioral health; short-term resid. (nonhospital residential trx program), w/o room and board, Per Diem; ASAM Level 3.5; PPW facility.
 Reporting Units: Per Diem

		Resident Assistant in SUD Facility (non-clinical)	SUDP Master's in a Social Services Field	Registered Nurse	Licensed Practical Nurse	PAs, NPs, and Pharmacists	Specialty Physician	Total	Notes
A	First shift workers	2.50	2.50	0.16	0.04	0.50	0.20		
B	Second shift workers	2.50	2.50	-	-	-	-		
C	Third shift workers	2.50	-	-	-	-	-		
D	Weekend first shift workers	2.50	2.50	-	-	0.50	-		
E	Weekend second shift workers	2.50	2.50	-	-	-	-		
F	Weekend third shift workers	2.50	-	-	-	-	-		
G	Total weekly hours	420	280	6	2	28	8	744	$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Number of individuals served							16	The assumed number of clients in the facility
I	PTO/training/conference time adjustment factor	19.7%	22.4%	22.4%	22.4%	22.4%	21.0%		Based on separate PTO build
J	Adjusted total hours of time per week	502.65	342.69	7.83	1.96	34.27	9.68		$J = G * (1 + I)$
K	Hourly wage	\$ 23.47	\$ 38.66	\$ 60.15	\$ 38.65	\$ 85.80	\$ 154.67		Based on separate wage build
L	Percent of hours that are third shift	33%	0%	0%	0%	0%	0%		$L = ((C * 5 + F * 2) * 8) / G$
M	Total wages expense per week	\$ 12,132	\$ 13,247	\$ 471	\$ 76	\$ 2,940	\$ 1,497		$M = J * (K + L * \$2)$ Third shift workers get paid an extra \$2/hour
N	Holidays worked per year	10.00	10.00	10.00	-	10.00	-		
O	Percent of non-holiday hours paid at time and a half	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
P	Percent of total hours paid at time and a half	2.7%	2.7%	2.7%	0.0%	2.7%	0.0%		$P = ((365.25 - N) * O + N) / 365.25$
Q	Total direct care wage adjusted for overtime and holidays per week	\$ 12,271.22	\$ 13,395.45	\$ 476.42	\$ 75.69	\$ 2,973.18	\$ 1,496.79	\$ 30,688.74	$Q = M + G * P * (K + L * \$2) * 0.5$
R	Employee related expense (ERE) percentage	30.0%	23.5%	19.6%	23.5%	16.8%	12.2%		Based on separate ERE build
S	Total ERE expense per week	\$ 3,683.32	\$ 3,145.21	\$ 93.60	\$ 17.77	\$ 499.60	\$ 183.18	\$ 7,622.68	$S = Q * R$
T	Medication and on-call physician costs							\$ 0.00	$T = (\$0 \text{ Medication} + \$0 \text{ On-Call Physician}) \text{ per client per day} * 16 \text{ clients} * 7 \text{ days} * Y$
U	Subtotal before administration / overhead / program support							\$ 38,311.41	$U = (Q + S + T)$
V	Administration / program support / overhead percentage							25.0%	
W	Administration / overhead / program support cost per week							\$12,770.47	$W = (U * V) / (1 - V)$
X	Total cost per week							\$51,081.89	$X = U + W$
Y	Caseload efficiency							95.0%	
Z	Units per week							7.00	
AA	Preliminary Per Diem Rate							\$480.09	$AA = X / Y / Z / H$

Ref.	Cost Component						Total	Notes
AB	Direct-Care Employee Salaries & Wages						\$ 288.43	$AB = Q / H / Y / Z$
AC	Employee related expenses						\$ 71.64	$AC = S / H / Y / Z$
AD	Administration, program support & overhead						\$ 120.02	$AD = (T + W) / H / Y / Z$
AE	Preliminary Per Diem Rate						\$480.09	

Attachment F

CY2023 Preliminary Comparison Rates – WISe and PACT

- Rate Summary
- Rate Buildup (based on high-cost wages)

State of Washington
Health Care Authority
CY2023 Preliminary Behavioral Health Comparison Rates
Attachment F.1 – Rate Summary for WISE and PACT Services

HCPCS	Unit Type	Description	Total FTEs per Team Used for Rate Development	Total FTEs per Team Required by State	Caseload per Team	Standard Wage, Frontier Travel	Standard Wage, Urban Travel	High-Cost Wage, Urban Travel	Standard Wage, Rural Travel	Statewide Wage, Statewide Travel
WISe	Monthly	Wraparound with Intensive Services	4.22	4 Roles ^[1]	12	\$ 4,213.35	\$ 3,935.62	\$ 4,206.99	\$ 4,039.77	\$ 4,114.50
PACT-Full	Monthly	Washington Program for Assertive Community Treatment	13.00	11.00-15.50	100	2,018.35	1,959.79	2,084.31	1,981.75	2,031.53
PACT-Half	Monthly	Washington Program for Assertive Community Treatment	9.00	8.00-9.50	50	2,628.78	2,570.23	2,739.83	2,592.18	2,664.76

[1] Each WISE team requires 4 specific roles with no explicit number of FTE requirement.

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Attachment F.2 - Rate Buildup for WISe

Service Information

Service Code: WISe
 Region: High-Cost Wage, Urban Travel
 Service Category: Mental Health Program
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Total	Notes
A	Hourly wage	\$ 29.25	\$ 38.20	\$ 38.20	\$ 40.36	\$ 44.95		Based on separate wage build, with a 10% increase
B	Number of employees	1.13	1.13	0.50	1.33	0.13		
C	Total wages expense per month	\$ 5,730	\$ 7,482	\$ 3,311	\$ 9,305	\$ 1,013	\$ 26,840	C = A * B * 2,080 / 12
D	Employee related expense (ERE) percentage	28.2%	24.7%	24.7%	24.1%	22.9%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,613	\$ 1,848	\$ 818	\$ 2,238	\$ 232	\$ 6,749	E = C * D
F	Estimated miles driven per month						2,991	Based on separate travel build
G	Federal reimbursement rate						\$ 0.585	
H	Transportation fleet costs per month						\$ 1,749.74	H = F * G
I	Administration / Program Support / Overhead						30.0%	Portion of monthly costs
J	Monthly Administrative Expenses						\$ 15,145.15	J = I * (C + E + H) / (1 - I)
K	Monthly Costs						\$ 50,483.83	K = C + E + H + J
L	Number of clients per team						12.00	
M	Monthly Rate						\$ 4,206.99	M = K / L

Ref.	Summary of Rate Model Components						Total	Notes
N	Service Employee Salaries & Wages						2,236.69	
O	Employee Related Expenses						\$ 562.39	
P	Transportation & Fleet Vehicle Expenses						\$ 145.81	
Q	Administration, Program Support & Overhead						\$ 1,262.10	
R	Total Rate						\$ 4,206.99	

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Attachment F.2 - Rate Buildup for WISe

Service Information

Service Code: WISe
 Region: Standard Wage, Frontier Travel
 Service Category: Mental Health Program
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Total	Notes
A	Hourly wage	\$ 27.06	\$ 35.33	\$ 35.33	\$ 37.33	\$ 41.57		Based on separate wage build, with a 10% increase
B	Number of employees	1.13	1.13	0.50	1.33	0.13		
C	Total wages expense per month	\$ 5,300	\$ 6,920	\$ 3,062	\$ 8,606	\$ 937	\$ 24,824	$C = A * B * 2,080 / 12$
D	Employee related expense (ERE) percentage	29.3%	25.7%	25.7%	25.0%	23.7%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,552	\$ 1,776	\$ 786	\$ 2,149	\$ 222	\$ 6,485	$E = C * D$
F	Estimated miles driven per month						6,979	Based on separate travel build
G	Federal reimbursement rate						\$ 0.585	
H	Transportation fleet costs per month						\$ 4,082.72	$H = F * G$
I	Administration / Program Support / Overhead						30.0%	Portion of monthly costs
J	Monthly Administrative Expenses						\$ 15,168.07	$J = I * (C + E + H) / (1 - I)$
K	Monthly Costs						\$ 50,560.22	$K = C + E + H + J$
L	Number of clients per team						12.00	
M	Monthly Rate						\$ 4,213.35	$M = K / L$

Ref.	Summary of Rate Model Components	Total	Notes
N	Service Employee Salaries & Wages	2,068.67	
O	Employee Related Expenses	\$ 540.45	
P	Transportation & Fleet Vehicle Expenses	\$ 340.23	
Q	Administration, Program Support & Overhead	\$ 1,264.01	
R	Total Rate	\$ 4,213.35	

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Attachment F.2 - Rate Buildup for WISE

Service Information

Service Code: WISE
 Region: Standard Wage, Rural Travel
 Service Category: Mental Health Program
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Total	Notes
A	Hourly wage	\$ 27.06	\$ 35.33	\$ 35.33	\$ 37.33	\$ 41.57		Based on separate wage build, with a 10% increase
B	Number of employees	1.13	1.13	0.50	1.33	0.13		
C	Total wages expense per month	\$ 5,300	\$ 6,920	\$ 3,062	\$ 8,606	\$ 937	\$ 24,824	$C = A * B * 2,080 / 12$
D	Employee related expense (ERE) percentage	29.3%	25.7%	25.7%	25.0%	23.7%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,552	\$ 1,776	\$ 786	\$ 2,149	\$ 222	\$ 6,485	$E = C * D$
F	Estimated miles driven per month						4,487	Based on separate travel build
G	Federal reimbursement rate						\$ 0.585	
H	Transportation fleet costs per month						\$ 2,624.60	$H = F * G$
I	Administration / Program Support / Overhead						30.0%	Portion of monthly costs
J	Monthly Administrative Expenses						\$ 14,543.16	$J = I * (C + E + H) / (1 - I)$
K	Monthly Costs						\$ 48,477.20	$K = C + E + H + J$
L	Number of clients per team						12.00	
M	Monthly Rate						\$ 4,039.77	$M = K / L$

Ref.	Summary of Rate Model Components	Total	Notes
N	Service Employee Salaries & Wages	2,068.67	
O	Employee Related Expenses	\$ 540.45	
P	Transportation & Fleet Vehicle Expenses	\$ 218.72	
Q	Administration, Program Support & Overhead	\$ 1,211.93	
R	Total Rate	\$ 4,039.77	

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Attachment F.2 - Rate Buildup for WISe

Service Information

Service Code: WISe
 Region: Standard Wage, Urban Travel
 Service Category: Mental Health Program
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Total	Notes
A	Hourly wage	\$ 27.06	\$ 35.33	\$ 35.33	\$ 37.33	\$ 41.57		Based on separate wage build, with a 10% increase
B	Number of employees	1.13	1.13	0.50	1.33	0.13		
C	Total wages expense per month	\$ 5,300	\$ 6,920	\$ 3,062	\$ 8,606	\$ 937	\$ 24,824	$C = A * B * 2,080 / 12$
D	Employee related expense (ERE) percentage	29.3%	25.7%	25.7%	25.0%	23.7%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,552	\$ 1,776	\$ 786	\$ 2,149	\$ 222	\$ 6,485	$E = C * D$
F	Estimated miles driven per month						2,991	Based on separate travel build
G	Federal reimbursement rate						\$ 0.585	
H	Transportation fleet costs per month						\$ 1,749.74	$H = F * G$
I	Administration / Program Support / Overhead						30.0%	Portion of monthly costs
J	Monthly Administrative Expenses						\$ 14,168.22	$J = I * (C + E + H) / (1 - I)$
K	Monthly Costs						\$ 47,227.39	$K = C + E + H + J$
L	Number of clients per team						12.00	
M	Monthly Rate						\$ 3,935.62	$M = K / L$

Ref.	Summary of Rate Model Components	Total	Notes
N	Service Employee Salaries & Wages	2,068.67	
O	Employee Related Expenses	\$ 540.45	
P	Transportation & Fleet Vehicle Expenses	\$ 145.81	
Q	Administration, Program Support & Overhead	\$ 1,180.68	
R	Total Rate	\$ 3,935.62	

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Attachment F.3 - Rate Buildup for PACT - Half

Service Information

Service Code: PACT-Half
 Region: High-Cost Wage, Urban Travel
 Service Category: Mental Health Program
 Service Description: Washington Program for Assertive Community Treatment
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Registered Nurse	PAs, NPs, and Pharmacists	Specialty Physician	Total	Notes
A	Hourly wage	\$ 29.25	\$ 38.20	\$ 42.52	\$ 40.36	\$ 44.95	\$ 66.16	\$ 94.38	\$ 170.14		Based on separate wage build, with a 10% increase
B	Number of employees	1.00	3.50	0.50	0.50	1.00	2.00	0.25	0.25		
C	Total wages expense per month	\$ 5,071	\$ 23,175	\$ 3,685	\$ 3,498	\$ 7,792	\$ 22,937	\$ 4,090	\$ 7,373	\$ 77,620	C = A * B * 2,080 / 12
D	Employee related expense (ERE) percentage	28.2%	24.7%	23.5%	24.1%	22.9%	19.6%	16.8%	12.2%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,428	\$ 5,723	\$ 865	\$ 841	\$ 1,784	\$ 4,506	\$ 687	\$ 902	\$ 16,737	E = C * D
F	Estimated miles driven per month									2,628	Based on separate travel build
G	Federal reimbursement rate									\$ 0.585	
H	Transportation fleet costs per month									\$ 1,537.10	H = F * G
I	Administration / Program Support / Overhead									30.0%	Portion of monthly costs
J	Monthly Administrative Expenses									\$ 41,097.44	J = I * (C + E + H) / (1 - I)
K	Monthly Costs									\$ 136,991.48	K = C + E + H + J
L	Number of clients per team									50.00	
M	Monthly Rate									\$ 2,739.83	M = K / L
Ref.	Summary of Rate Model Components									Total	Notes
N	Service Employee Salaries & Wages									1,552.40	
O	Employee Related Expenses									\$ 334.74	
P	Transportation & Fleet Vehicle Expenses									\$ 30.74	
Q	Administration, Program Support & Overhead									\$ 821.95	
R	Total Rate									\$ 2,739.83	

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Attachment F.3 - Rate Buildup for PACT - Half

Service Information

Service Code: PACT-Half
 Region: Standard Wage, Frontier Travel
 Service Category: Mental Health Program
 Service Description: Washington Program for Assertive Community Treatment
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Registered Nurse	PAs, NPs, and Pharmacists	Specialty Physician	Total	Notes
A	Hourly wage	\$ 27.06	\$ 35.33	\$ 39.33	\$ 37.33	\$ 41.57	\$ 61.19	\$ 87.29	\$ 170.14		Based on separate wage build, with a 10% increase
B	Number of employees	1.00	3.50	0.50	0.50	1.00	2.00	0.25	0.25		
C	Total wages expense per month	\$ 4,690	\$ 21,434	\$ 3,408	\$ 3,235	\$ 7,206	\$ 21,214	\$ 3,783	\$ 7,373	\$ 72,343	C = A * B * 2,080 / 12
D	Employee related expense (ERE) percentage	29.3%	25.7%	24.4%	25.0%	23.7%	20.2%	17.6%	12.2%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,374	\$ 5,501	\$ 830	\$ 808	\$ 1,710	\$ 4,286	\$ 667	\$ 902	\$ 16,078	E = C * D
F	Estimated miles driven per month									6,131	Based on separate travel build
G	Federal reimbursement rate									\$ 0.585	
H	Transportation fleet costs per month									\$ 3,586.56	H = F * G
I	Administration / Program Support / Overhead									30.0%	Portion of monthly costs
J	Monthly Administrative Expenses									\$ 39,431.73	J = I * (C + E + H) / (1 - I)
K	Monthly Costs									\$ 131,439.10	K = C + E + H + J
L	Number of clients per team									50.00	
M	Monthly Rate									\$ 2,628.78	M = K / L
Ref.	Summary of Rate Model Components									Total	Notes
N	Service Employee Salaries & Wages									1,446.86	
O	Employee Related Expenses									\$ 321.56	
P	Transportation & Fleet Vehicle Expenses									\$ 71.73	
Q	Administration, Program Support & Overhead									\$ 788.63	
R	Total Rate									\$ 2,628.78	

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Attachment F.3 - Rate Buildup for PACT - Half

Service Information

Service Code: PACT-Half
 Region: Standard Wage, Rural Travel
 Service Category: Mental Health Program
 Service Description: Washington Program for Assertive Community Treatment
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Registered Nurse	PAs, NPs, and Pharmacists	Specialty Physician	Total	Notes
A	Hourly wage	\$ 27.06	\$ 35.33	\$ 39.33	\$ 37.33	\$ 41.57	\$ 61.19	\$ 87.29	\$ 170.14		Based on separate wage build, with a 10% increase
B	Number of employees	1.00	3.50	0.50	0.50	1.00	2.00	0.25	0.25		
C	Total wages expense per month	\$ 4,690	\$ 21,434	\$ 3,408	\$ 3,235	\$ 7,206	\$ 21,214	\$ 3,783	\$ 7,373	\$ 72,343	C = A * B * 2,080 / 12
D	Employee related expense (ERE) percentage	29.3%	25.7%	24.4%	25.0%	23.7%	20.2%	17.6%	12.2%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,374	\$ 5,501	\$ 830	\$ 808	\$ 1,710	\$ 4,286	\$ 667	\$ 902	\$ 16,078	E = C * D
F	Estimated miles driven per month									3,941	Based on separate travel build
G	Federal reimbursement rate									\$ 0.585	
H	Transportation fleet costs per month									\$ 2,305.64	H = F * G
I	Administration / Program Support / Overhead									30.0%	Portion of monthly costs
J	Monthly Administrative Expenses									\$ 38,882.77	J = 1 * (C + E + H) / (1 - I)
K	Monthly Costs									\$ 129,609.22	K = C + E + H + J
L	Number of clients per team									50.00	
M	Monthly Rate									\$ 2,592.18	M = K / L
Ref.	Summary of Rate Model Components									Total	Notes
N	Service Employee Salaries & Wages									1,446.86	
O	Employee Related Expenses									\$ 321.56	
P	Transportation & Fleet Vehicle Expenses									\$ 46.11	
Q	Administration, Program Support & Overhead									\$ 777.66	
R	Total Rate									\$ 2,592.18	

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Attachment F.3 - Rate Buildup for PACT - Half

Service Information

Service Code: PACT-Half
 Region: Standard Wage, Urban Travel
 Service Category: Mental Health Program
 Service Description: Washington Program for Assertive Community Treatment
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Registered Nurse	PAs, NPs, and Pharmacists	Specialty Physician	Total	Notes
A	Hourly wage	\$ 27.06	\$ 35.33	\$ 39.33	\$ 37.33	\$ 41.57	\$ 61.19	\$ 87.29	\$ 170.14		Based on separate wage build, with a 10% increase
B	Number of employees	1.00	3.50	0.50	0.50	1.00	2.00	0.25	0.25		
C	Total wages expense per month	\$ 4,690	\$ 21,434	\$ 3,408	\$ 3,235	\$ 7,206	\$ 21,214	\$ 3,783	\$ 7,373	\$ 72,343	C = A * B * 2,080 / 12
D	Employee related expense (ERE) percentage	29.3%	25.7%	24.4%	25.0%	23.7%	20.2%	17.6%	12.2%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,374	\$ 5,501	\$ 830	\$ 808	\$ 1,710	\$ 4,286	\$ 667	\$ 902	\$ 16,078	E = C * D
F	Estimated miles driven per month									2,628	Based on separate travel build
G	Federal reimbursement rate									\$ 0.585	
H	Transportation fleet costs per month									\$ 1,537.10	H = F * G
I	Administration / Program Support / Overhead									30.0%	Portion of monthly costs
J	Monthly Administrative Expenses									\$ 38,553.39	J = I * (C + E + H) / (1 - I)
K	Monthly Costs									\$ 128,511.30	K = C + E + H + J
L	Number of clients per team									50.00	
M	Monthly Rate									\$ 2,570.23	M = K / L
Ref.	Summary of Rate Model Components									Total	Notes
N	Service Employee Salaries & Wages									1,446.86	
O	Employee Related Expenses									\$ 321.56	
P	Transportation & Fleet Vehicle Expenses									\$ 30.74	
Q	Administration, Program Support & Overhead									\$ 771.07	
R	Total Rate									\$ 2,570.23	

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Attachment F.4 - Rate Buildup for PACT - Full

Service Information

Service Code: PACT-Full
 Region: High-Cost Wage, Urban Travel
 Service Category: Mental Health Program
 Service Description: Washington Program for Assertive Community Treatment
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Registered Nurse	PAs, NPs, and Pharmacists	Specialty Physician	Total	Notes
A	Hourly wage	\$ 29.25	\$ 38.20	\$ 42.52	\$ 40.36	\$ 44.95	\$ 66.16	\$ 94.38	\$ 170.14		Based on separate wage build, with a 10% increase
B	Number of employees	1.00	4.00	1.00	2.00	1.00	3.00	0.50	0.50		
C	Total wages expense per month	\$ 5,071	\$ 26,485	\$ 7,371	\$ 13,992	\$ 7,792	\$ 34,406	\$ 8,180	\$ 14,745	\$ 118,041	C = A * B * 2,080 / 12
D	Employee related expense (ERE) percentage	28.2%	24.7%	23.5%	24.1%	22.9%	19.6%	16.8%	12.2%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,428	\$ 6,540	\$ 1,731	\$ 3,366	\$ 1,784	\$ 6,759	\$ 1,374	\$ 1,805	\$ 24,787	E = C * D
F	Estimated miles driven per month									5,255	Based on separate travel build
G	Federal reimbursement rate									\$ 0.585	
H	Transportation fleet costs per month									\$ 3,074.19	H = F * G
I	Administration / Program Support / Overhead									30.0%	Portion of monthly costs
J	Monthly Administrative Expenses									\$ 62,529.29	J = I * (C + E + H) / (1 - I)
K	Monthly Costs									\$ 208,430.96	K = C + E + H + J
L	Number of clients per team									100.00	
M	Monthly Rate									\$ 2,084.31	M = K / L

Ref.	Summary of Rate Model Components	Total	Notes
N	Service Employee Salaries & Wages	1,180.41	
O	Employee Related Expenses	\$ 247.87	
P	Transportation & Fleet Vehicle Expenses	\$ 30.74	
Q	Administration, Program Support & Overhead	\$ 625.29	
R	Total Rate	\$ 2,084.31	

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Attachment F.4 - Rate Buildup for PACT - Full

Service Information

Service Code: PACT-Full
 Region: Standard Wage, Frontier Travel
 Service Category: Mental Health Program
 Service Description: Washington Program for Assertive Community Treatment
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Registered Nurse	PAs, NPs, and Pharmacists	Specialty Physician	Total	Notes
A	Hourly wage	\$ 27.06	\$ 35.33	\$ 39.33	\$ 37.33	\$ 41.57	\$ 61.19	\$ 87.29	\$ 170.14		Based on separate wage build, with a 10% increase
B	Number of employees	1.00	4.00	1.00	2.00	1.00	3.00	0.50	0.50		
C	Total wages expense per month	\$ 4,690	\$ 24,496	\$ 6,817	\$ 12,941	\$ 7,206	\$ 31,821	\$ 7,565	\$ 14,745	\$ 110,281	C = A * B * 2,080 / 12
D	Employee related expense (ERE) percentage	29.3%	25.7%	24.4%	25.0%	23.7%	20.2%	17.6%	12.2%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,374	\$ 6,287	\$ 1,660	\$ 3,232	\$ 1,710	\$ 6,430	\$ 1,334	\$ 1,805	\$ 23,830	E = C * D
F	Estimated miles driven per month									12,262	Based on separate travel build
G	Federal reimbursement rate									\$ 0.585	
H	Transportation fleet costs per month									\$ 7,173.11	H = F * G
I	Administration / Program Support / Overhead									30.0%	Portion of monthly costs
J	Monthly Administrative Expenses									\$ 60,550.48	J = I * (C + E + H) / (1 - I)
K	Monthly Costs									\$ 201,834.95	K = C + E + H + J
L	Number of clients per team									100.00	
M	Monthly Rate									\$ 2,018.35	M = K / L

Ref.	Summary of Rate Model Components	Total	Notes
N	Service Employee Salaries & Wages	1,102.81	
O	Employee Related Expenses	\$ 238.30	
P	Transportation & Fleet Vehicle Expenses	\$ 71.73	
Q	Administration, Program Support & Overhead	\$ 605.50	
R	Total Rate	\$ 2,018.35	

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Attachment F.4 - Rate Buildup for PACT - Full

Service Information

Service Code: PACT-Full
 Region: Standard Wage, Rural Travel
 Service Category: Mental Health Program
 Service Description: Washington Program for Assertive Community Treatment
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Registered Nurse	PAs, NPs, and Pharmacists	Specialty Physician	Total	Notes
A	Hourly wage	\$ 27.06	\$ 35.33	\$ 39.33	\$ 37.33	\$ 41.57	\$ 61.19	\$ 87.29	\$ 170.14		Based on separate wage build, with a 10% increase
B	Number of employees	1.00	4.00	1.00	2.00	1.00	3.00	0.50	0.50		
C	Total wages expense per month	\$ 4,690	\$ 24,496	\$ 6,817	\$ 12,941	\$ 7,206	\$ 31,821	\$ 7,565	\$ 14,745	\$ 110,281	C = A * B * 2,080 / 12
D	Employee related expense (ERE) percentage	29.3%	25.7%	24.4%	25.0%	23.7%	20.2%	17.6%	12.2%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,374	\$ 6,287	\$ 1,660	\$ 3,232	\$ 1,710	\$ 6,430	\$ 1,334	\$ 1,805	\$ 23,830	E = C * D
F	Estimated miles driven per month									7,883	Based on separate travel build
G	Federal reimbursement rate									\$ 0.585	
H	Transportation fleet costs per month									\$ 4,611.29	H = F * G
I	Administration / Program Support / Overhead									30.0%	Portion of monthly costs
J	Monthly Administrative Expenses									\$ 59,452.56	J = I * (C + E + H) / (1 - I)
K	Monthly Costs									\$ 198,175.19	K = C + E + H + J
L	Number of clients per team									100.00	
M	Monthly Rate									\$ 1,981.75	M = K / L

Ref.	Summary of Rate Model Components	Total	Notes
N	Service Employee Salaries & Wages	1,102.81	
O	Employee Related Expenses	\$ 238.30	
P	Transportation & Fleet Vehicle Expenses	\$ 46.11	
Q	Administration, Program Support & Overhead	\$ 594.53	
R	Total Rate	\$ 1,981.75	

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Attachment F.4 - Rate Buildup for PACT - Full

Service Information

Service Code: PACT-Full
 Region: Standard Wage, Urban Travel
 Service Category: Mental Health Program
 Service Description: Washington Program for Assertive Community Treatment
 Reporting Units: Monthly

Ref.	Description	Peer Support	Master's and Below (Non-MHP Agency-Affiliated Counselors)	SUDP Master's in a Social Services Field	Master's Level Degree Unlicensed (MHP)	Master's Level Degree Licensed (MHP)	Registered Nurse	PAs, NPs, and Pharmacists	Specialty Physician	Total	Notes
A	Hourly wage	\$ 27.06	\$ 35.33	\$ 39.33	\$ 37.33	\$ 41.57	\$ 61.19	\$ 87.29	\$ 170.14		Based on separate wage build, with a 10% increase
B	Number of employees	1.00	4.00	1.00	2.00	1.00	3.00	0.50	0.50		
C	Total wages expense per month	\$ 4,690	\$ 24,496	\$ 6,817	\$ 12,941	\$ 7,206	\$ 31,821	\$ 7,565	\$ 14,745	\$ 110,281	C = A * B * 2,080 / 12
D	Employee related expense (ERE) percentage	29.3%	25.7%	24.4%	25.0%	23.7%	20.2%	17.6%	12.2%		Based on separate ERE build
E	Total ERE expense per month	\$ 1,374	\$ 6,287	\$ 1,660	\$ 3,232	\$ 1,710	\$ 6,430	\$ 1,334	\$ 1,805	\$ 23,830	E = C * D
F	Estimated miles driven per month									5,255	Based on separate travel build
G	Federal reimbursement rate									\$ 0.585	
H	Transportation fleet costs per month									\$ 3,074.19	H = F * G
I	Administration / Program Support / Overhead									30.0%	Portion of monthly costs
J	Monthly Administrative Expenses									\$ 58,793.80	J = I * (C + E + H) / (1 - I)
K	Monthly Costs									\$ 195,979.34	K = C + E + H + J
L	Number of clients per team									100.00	
M	Monthly Rate									\$ 1,959.79	M = K / L

Ref.	Summary of Rate Model Components	Total	Notes
N	Service Employee Salaries & Wages	1,102.81	
O	Employee Related Expenses	\$ 238.30	
P	Transportation & Fleet Vehicle Expenses	\$ 30.74	
Q	Administration, Program Support & Overhead	\$ 587.94	
R	Total Rate	\$ 1,959.79	

Limitations

The information contained in this presentation has been prepared for the State of Washington, Health Care Authority (HCA) and is subject to the terms of Milliman's contract with HCA signed on July 14, 2021.

The information in this presentation has relied extensively on data provided by HCA and stakeholders, and national data sources. 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.

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Comparison rates are developed using an independent rate model, which calculates rates based on the sum of independently determined rate inputs and components. Inputs are based on expected resources required to provide the service. It is certain that actual individual provider cost experience will not conform exactly to the assumptions used.

Guidelines issued by the American Academy of Actuaries require actuaries to include their professional qualifications in all actuarial communications. The responsible actuaries for this report, Jeremy Cunningham and Mac Xu are members of the American Academy of Actuaries and meet the qualification standards for performing the analysis for this presentation.