

(I) an aggregated overview of the wage payment rates paid by home health agencies to staff or contracted nurses providing

(IV) an aggregated breakdown of said wage rates as applied to the licensure level of the providers of continuous skilled nursing care

Acronyms
Registered Nurse (RN)
Licensed Practical Nurse (LPN)
American Rescue Plan Act (ARPA)

#### Historic Wages

July 2021-December 2021	
Rates of Payment-Temporary ARPA rate add on - 30%	Responses
Median Single Patient Weekday Hourly Wage (RN and LPN) (median gross hourly wage reported by agencies)	\$36.00
Median Single Patient Weekday Hourly Wage (RN and LPN) after MassHealth rate increase	\$37.00
Date of increase, if applicable*	July-August 2021
If rates didn't increase, what other strategies were used**	Bonuses
If there were significant increases in other rate categories, please explain***	Bonus structure; clinical trainings
13 total respondents	
*1 respondent implemented in Jan 2022	
** 3 respondents	
*** 2 respondents	

January 2021-July 2023	
Rates of Payment-Temporary ARPA rate add on - 10%, 20% permanent	Responses
Median Single Patient Weekday Hourly Wage (RN and LPN) (median gross hourly wage reported by agencies)	\$42.93
Median Single Patient Weekday Hourly Wage (RN and LPN) after MassHealth rate increase	\$40.00
Date of increase, if applicable*	22-Jan
If rates didn't increase, what other strategies were used**	Bonuses; addl training; employee appreciation (gift cards, supplies)
If there were significant increases in other rate categories, please explain***	clinical trainings
21 respondents	
*Jan 22 Mode=8; range=Jan 22-June 23	
**5 respondents noted bonuses	
***1 respondent	

#### Current Reported Wages (reported in October 2023)

Services Provided to a Single Patient	Median
T1002: RN Services, Weekday	\$47.00
T1002-UJ: RN Services, Nights	\$48.84
T1002: RN Services, Holidays	\$67.50
T1002- TU: RN Services, Overtime, Weekday	\$68.50
T1002-U4: RN Services, Overtime, Nights	\$72.65
T1002-TU: RN Services, Overtime, Holidays	\$90.00
T1003: LPN Services, Weekday	\$37.70
T1003-UJ: LPN Services, Nights	\$39.70
T1003: LPN Services, Holidays	\$55.00
T1003-TU: LPN Services, Overtime, Weekday	\$56.55
T1003-U4: LPN Services Overtime, Nights	\$58.50
T1003-TU: LPN Services, Overtime, Holidays	\$65.25
26 Respondents	

Services Provided to Two Patients Simultaneously	Median
T1002: RN Services, Weekday	\$58.23
T1002-UJ: RN Services, Nights	\$61.44
T1002: RN Services, Holidays	\$90.55
T1003: LPN Services, Weekday	\$50.70
T1003-UJ: LPN Services, Nights	\$52.70
T1003: LPN Services, Holidays	\$70.00
10 Respondents	

Services Provided to Three or More Patients Simultaneously	Median
T1002: RN Services, Weekday	\$68.20
T1002-UJ: RN Services, Nights	\$73.50
T1002: RN Services, Holidays	\$93.00
T1003: LPN Services, Weekday	\$63.50
T1003-UJ: LPN Services, Nights	\$66.00
T1003: LPN Services, Holidays	\$84.50
7 Respondents	

(II) an aggregated overview of the proportion of the Medicaid reimbursement rate paid directly as wages and benefits to nurses providing continuous skilled nursing care through a home health agency that contracts with MassHealth;

<b>Overhead Cost</b>	<b>Median Percent of MH Rate</b>
Employer responsible taxes	8.68%
Administrative Costs	5.75%
Utilities/Facilities Maintenance	2.45%
Administrative Payroll	8.19%
Fringe Benefits	4.23%
Other	1.00%
<b>Total</b>	<b>30.29%</b>
Proportion of Rate paid as Wages and Benefits	69.71%
16 respondents--2 omitted for data integrity	

(III) an aggregated breakdown of said wage rates as applied to the acuity level of patients receiving continuous skilled nursing care; The Executive Office of Health and Human Services (EOHHS) and MassHealth surveyed agencies providing continuous skilled nursing (CSN) services during SFY24 Q2, and included a question about acuity rates agencies pay. While 26 agencies responded to the survey, no responses were collected to address this question.

(V) state costs for wage rates promulgated in state fiscal years 2020 to 2023, inclusive, by regulation, department and program;

Provider Type	SFY2020	SFY2021	SFY2022	SFY2023
Home Health Agency (CSN Spend Only)	\$84,916,246.30	\$76,068,450.59	\$86,055,616.71	\$84,170,691.33
Continuous Skilled Nursing Agency	\$0.00	\$0.00	\$3,709,121.48	\$9,084,115.36
Independent Nurse	\$11,422,310.58	\$13,270,301.41	\$21,648,269.64	\$25,901,088.97
Total	\$96,338,556.88	\$89,338,752.00	\$111,413,007.83	\$119,155,895.66

Please note, the MassHealth data system does not report paid claims by state and federal costs. These numbers represent the total amount MassHealth paid to agencies providing CSN services

(VI) the fiscal impact of increases in state funding versus prior fiscal year actual costs for wage rates promulgated for state fiscal years 2020 to 2023, inclusive, by regulation, department and program;

Provider Type	SFY2020 vs. SFY2021	SFY2021 vs SFY2022	SFY2022 vs. SFY2023
Home Health Agency (CSN Spend Only)	-\$8,847,795.71	\$9,987,166.12	-\$1,884,925.38
Continuous Skilled Nursing Agency	\$0.00	\$3,709,121.48	\$5,374,993.88
Independent Nurse	\$1,847,990.83	\$8,377,968.23	\$4,252,819.33
<b>Total Fiscal Impact</b>	<b>-\$6,999,804.88</b>	<b>\$22,074,255.83</b>	<b>\$7,742,887.83</b>

Please note, the MassHealth data system does not report paid claims by state and federal costs. These numbers represent the total amount MassHealth paid to agencies providing CSN services

(VII) recommendations on information to be included in any future reporting by home health agencies receiving an increase of continuous skilled nursing care rates provided by the office of Medicaid; provided further, that home health agencies providing continuous skilled nursing care shall provide all information and documentation requested by the executive office of health and human services to compile the required report;

Response: The Executive Office of Health and Human Services (EOHHS) and the MassHealth program are proposing amendments to 130 CMR 438.000: *Continuous Skilled Nursing Agency* that would require agencies furnishing Continuous Skilled Nursing (CSN) to provide MassHealth an Annual Staffing Report. The Annual Staffing Report must include the gross hourly wage the agency paid to all employee nurses during the previous calendar year. It must also include the median, average, and range of all direct-care nurse salaries, as well as account for all wage differentials paid, nurse licensure, and other factors the agency uses to determine nurse wages. Currently, MassHealth is preparing to receive public comments on its proposed amendments to