

(I) an aggregated overview of the wage payment rates paid by home health agencies to staff or contracted nurses providing continuous skilled nursing care, including any increases in said wage rates resulting from increases in Medicaid rates paid to home health agencies for continuous skilled nursing care;

(III) an aggregated breakdown of said wage rates as applied to the acuity level of patients receiving continuous skilled nursing care;

(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)

Definition	Detail
Holiday	Wages paid on MA state holidays
Overtime	Wages paid after a nurse works 40 hours in a calendar week

MassHealth implemented rate increases for Continuous Skilled Nursing (CSN) services on August 1, 2024. These rate increases constituted an approximate \$30 million investment in CSN services. To demonstrate how agencies applied this rate increase to nurse salaries, MassHealth had agencies report on nurse salaries before and after August 1, 2024.

Wages from January 1, 2024 through July 31, 2024

Gross Hourly Wage by Service (weighted average)	Weekday: 7:00 a.m.–3:00 p.m. Mon.–Fri.		Night: 3:00 p.m.–7:00 a.m. Mon.–Thurs.		Weekend: Fri. 3:00 p.m.– Mon. 7:00 a.m.		Holiday		Overtime	
	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN
	Single patient visit	\$44.77	\$36.25	\$46.39	\$37.91	\$46.56	\$38.46	\$65.64	\$53.66	\$68.31
Two publicly aided patients visit	\$58.30	\$49.79	\$60.26	\$55.21	\$60.70	\$54.88	\$83.96	\$66.90	\$86.64	\$70.37
Three publicly aided patients visit	\$65.34	\$55.20	\$67.81	\$57.67	\$67.92	\$57.79	\$90.56	\$80.94	\$98.01	\$82.98
High acuity visit*	\$47.11	\$37.68	\$49.37	\$39.94	\$49.48	\$40.05	\$69.65	\$57.54	\$72.56	\$56.83

* 3 agencies reported having an established high acuity visit rate

Wages from August 1, 2024 to Decemebr 31, 2024

Gross Hourly Wage by Service (weighted average)	Weekday: 7:00 a.m.–3:00 p.m. Mon.–Fri.		Night: 3:00 p.m.–7:00 a.m. Mon.–Thurs.		Weekend: Fri. 3:00 p.m.– Mon. 7:00 a.m.		Holiday		Overtime	
	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN
	Single patient visit	\$52.89	\$39.10	\$54.70	\$41.47	\$54.65	\$41.55	\$78.22	\$58.78	\$81.27
Two publicly aided patients visit	\$74.80	\$65.00	\$79.16	\$67.13	\$79.08	\$67.25	\$107.75	\$91.24	\$112.91	\$80.30
Three publicly aided patients visit	\$83.10	\$61.55	\$85.04	\$63.76	\$85.16	\$63.87	\$117.07	\$85.72	\$124.38	\$92.32
High acuity visit*	\$55.00	\$41.50	\$56.50	\$43.00	\$56.50	\$43.00	\$82.50	\$62.25	\$85.10	\$61.96

*2 agencies reported having an established high acuity visit rate

(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;

Service	Gross Median Wage Percentage of MassHealth Rate*
RN Weekday	56.00%
RN Night	54.39%
RN Holiday	59.04%
RN Overtime	62.21%
LPN Weekday	59.78%
LPN Night	59.55%
LPN Holiday	63.86%
LPN Overtime	67.45%

*The proportion of the Medicaid reimbursement rate paid directly as benefits to nurses providing continuous skilled nursing is not available for this reporting period. Please note, data collected for the legislative report on CSN services required under Chapter 28 of the Acts of 2023, and submitted in March 2024, estimated the proportion of the Medicaid reimbursement rate paid directly as wages and benefits to CSN nurses was approximately 69.71%

(V) state costs for wage rates promulgated in state fiscal years 2020 to 2024, inclusive, by regulation, department and program;

Provider Type	SFY2020	SFY2021	SFY2022	SFY2023	SFY2024**
Home Health Agency (CSN Spend Only)	\$84,916,246.30	\$76,068,450.59	\$86,060,620.73	\$84,046,433.77	\$29,423,286.46
Continuous Skilled Nursing (CSN) Agency*	\$0.00	\$0.00	\$3,709,121.48	\$9,089,880.90	\$71,685,860.64
Independent Nurse	\$11,422,310.58	\$13,270,301.41	\$21,648,269.64	\$25,914,203.95	\$28,242,669.23
Total	\$96,338,556.88	\$89,338,752.00	\$111,418,011.85	\$119,050,518.62	\$129,351,816.33

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. The blended FMAP rate for CSN in FFY 20-24 was 51.02%.

*The significant decrease in home health agency spend, and increase in CSN agency spend, is because when MassHealth established the CSN agency provider regulations and provider enrollment type in SFY2022, many enrolled home health agencies that were providing CSN services in SFY2020 and SFY 2021 changed their enrollment to CSN agency in SFY2022. In April 2024, MassHealth required CSN services to be provided by a CSN agency only, and subsequently all home health agencies providing CSN services changed their provider enrollment type with MassHealth.

**CSN agencies have one year from a Date of Service to adjust any submitted claims. Therefore, the payments from SFY24 might slightly change in future reporting

(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 2024, inclusive, by regulation, department and program;

Provider Type	SFY2020 vs. SFY2021	SFY2021 vs SFY2022	SFY2022 vs. SFY2023	SFY2023 vs. SFY2024
Home Health Agency (CSN Spend Only)	-\$8,847,795.71	\$9,987,166.12	-\$2,014,186.96	-\$54,623,147.31
Continuous Skilled Nursing Agency*	\$0.00	\$3,709,121.48	\$5,380,759.42	\$62,595,979.74
Independent Nurse	\$1,847,990.83	\$8,377,968.23	\$4,265,934.31	\$2,328,465.28
Total Fiscal Impact	-\$6,999,804.88	\$22,074,255.83	\$7,632,506.77	\$10,301,297.71

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

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(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 request any future required reports have a submission date of April or later. This would greatly benefit the data quality of the reports submitted to MassHealth, and also provide the necessary time for MassHealth and EOHHS to compile a comprehensive report. Additionally, an April due date, or later, would better align with MassHealth