

Connecticut Hospital Association The Occupational Mix Survey



K. Michael Webdale Jr., CPA — President & CEO

Agenda

- **General Overview**
 - Occupational Mix background
 - Importance of Occupational Mix
 - Who has to participate in Occupational Mix Survey?
 - Survey due dates
- **Discuss the categories for data input**
 - Gathering data
- **How occupational mix adjustment factor is calculated**
- **The impact on wage index**
- **Strategy for completion**

Occupational Mix Background

- Section 304(c) of Public Law 106-544 amended section 1886(d)(3)(E) of the Social Security Act requires Centers of Medicare and Medicaid (CMS) to collect data every 3 years on the occupational mix of employees for each short-term, acute care hospital participating in the Medicare program.
- CMS estimates that it takes more than 480 hours to complete the occupational mix survey, including the time to review instructions, search existing data sources, gather the data needed, and complete and review the information collection.

Why is Occupational Mix Important?

- “The purpose of occupational mix is to control for the effect of the hospitals’ employment choices on the wage index”
- “The varying labor cost associated with these choices reflect hospital management decisions rather than geographical differences in the costs of labor”
- To standardize skill mix across markets so that the wage index reflects only the pure price difference between markets and the nation
- If you decide to staff with higher RN levels your wage index is higher so Occupational Mix controls that effect

Why is Occupational Mix Important?

- Markets with an expensive mix of employees and contract labor have their AHW adjusted downward; those with a cheaper mix of employees and contract labor have their AHW increased
- The most important factor is RN hours to total nursing hours. The national percent from the previous survey was 71.5%, so if your RN percentage was greater than that, you received a negative occupational mix adjustment (OMA). If it was less than 71.5%, then the adjustment was a positive OMA

Why is it Needed?

- The Occupational Mix Survey is an adjustment to the wage index
 - Each hospital receives an adjustment to their salaries
- The purpose of the data collection is to construct a Occupational Mix Adjustment Factor (OMAF) that will be applied to the FFY 2019, 2020 and 2021 wage index

What Has Been the Effect of the Occupational Mix?

- Small and rural hospitals that need to hire a certain number of RNs end up with a higher percentage of RN to total nursing hours
- These hospitals often receive a negative OMA due to this higher percentage
- The hospitals that the OMA was designed to help, or at least even the playing field, are the ones most often hurt by it
- For FY 2018; the OMA has reduced the national AHW from \$42.0043 to \$41.9599

Who Must Participate?

- Any hospital that is subject to the Inpatient Prospective Payment System (IPPS) or any hospital that would be subject to IPPS if not granted a waiver
 - Excluded from the survey
 - Critical Access Hospitals
 - Any hospital that terminated participation in the Medicare program before January 1, 2016

Participation Rate

- Prior survey 94% Response Rate Nationally (3,128/3,325)

State	Response
Connecticut	96.8% (30/31)
070038 - The Hospice of Connecticut did not report and received a 1.0 OMA	

- No Penalty for non-response in the past. CMS reserves the right to apply a penalty for non-response. Currently a non-responding hospital receives its areas average occupational mix

Bullet Points

- The Occupational Mix Survey is due July 3, 2017 and will be applied to the FFY 2019
 - Completed Occupational Mix Survey must be submitted to your fiscal intermediaries, on the Excel reporting form.
 - Form CMS – 10079 OMS
 - The Excel version of the occupational mix survey can be downloaded from CMS website

Important Dates

- The fifth and most recent Occupational Mix survey was conducted from 1/1/13 to 12/31/13. Third and final year of impact begins October 1, 2017
- This filing is for calendar year 2016 (pay periods ending between January 1, 2016 and December 31, 2016)
 - They are looking for 26 pay periods without accruals or other adjustments
- Due July 3, 2017 (The July 1, 2017 date was initially published by CMS but has been corrected)

Occupational Categories

- The occupational categories derive directly from the BLS employee categories
- Include employees, directly hired and acquired under contract
 - RNs
 - LPNs and Surgical Technologists
 - Nursing Assistants and Orderlies
 - Medical Assistants
 - All Other Occupations

Occupational Categories

Occupational Category	Paid Salaries	Paid Hours	Average Hourly Wage (Salaries/Hours)
Nursing Occupation			
RNs			
LPNs and Surgical Technologists			
Nursing Assistants and Orderlies			
Medical Assistants			
Total Nursing			
All Other Occupations			
Total (Nursing and All Other)			

Cost Centers to be Used for Occupational Categories – from Worksheet A

COST CENTER DESCRIPTIONS	Lines for 2552-10
Nursing Administration	13
Adults and Pediatrics (General Routine Care)	30
Intensive Care Unit	31
Coronary Care Unit	32
Burn Intensive Care Unit	33
Surgical Intensive Care Unit	34
Other Special Care (specify)	35
Nursery	43
Operating Room	50
Recovery Room	51
Delivery Room and Labor Room	52
Electrocardiology	69
Renal Dialysis	74
Ambulatory Surgical Center (Non-Distinct Part)	75
Other Ancillary	76
Clinics	90
Emergency	91
Observation Beds	92
Note: Subscripted cost centers that would normally fall into one of these cost centers should be included on the survey.	

2013 Data

Provider Number:	070100				
CBSA Number:	07				
Hospital Name	Connecticut Hospital				
Reporting Period (From Date):	1/1/2013				
Reporting Period (To Date):	12/31/2013				
Occupational Category	Paid Salaries	Paid Hours	Average Hourly Wage (Salaries/Hours)	% of Nursing	Total %
RNs	15,801,654	599,366	26.36	72.9%	
LPNs and Surgical Technologists	551,181	33,626	16.39	4.1%	
Nursing Aides, Orderlies, & Attendants	2,524,124	189,313	13.33	23.0%	
Medical Assistants	-	-	#DIV/0!	0.0%	
Total Nursing	18,876,959	822,305	22.96	100%	41%
All Other Occupations	27,350,892	1,396,550	19.58		59%
Total (Nursing and All Other)	46,227,851	2,218,855	20.83		100%
Occupational Mix Adjustment	1.0013				

Gathering the Data

- **Paid Salaries**

- Regular, overtime, vacation, holiday, sick, lunch, other paid time off, severance and bonuses

- **Paid Hours**

- Regular, overtime, vacation, paid holiday, sick, lunch, other paid time-off and severance hours
- Overtime hours paid at time and a half should be recorded as one hour
- Salaried employees paid a fixed rate should be 40 hours per week or hours actually worked
- Do not include non-paid lunch periods, and on-call hours in the total paid hours
- No hours are required for bonus pay

Who May be Involved in the Process

- **Payroll**
- **Chief Nursing Officer**
- **Human Resources**

Registered Nurse Wage Data

- May 2015 U.S. BLS wage data
- Highest – California
 - \$48.68 AHW
 - \$101,260 annual
- Lowest – Iowa
 - \$26.46 AHW
 - \$ 55,040 annual
- **Connecticut**
 - **\$37.18 AHW**
 - **\$77,330 annual**

Contract Labor

- The proposed FY 2018 national average hourly wages for each occupational mix nursing subcategory as calculated in Step 2 of the occupational mix calculation are as follows:

Occupational Mix Nursing Subcategory	AHW
National RN	\$38.84760578
National LPN and Surgical Technician	\$22.72715122
National Nurse Aide, Orderly, and Attendant	\$15.94890269
National Medical Assistant	\$17.97139786
National Nurse Category	\$32.84544016

Contract Labor

- Include all contract labor included on Worksheet S-3
 - Line 11 – Direct Patient Care
 - Lines 28, 33 and 35 – Contracted A&G, Dietary & Housekeeping
 - Use amounts paid in calendar year 2016
 - Hours

What is Not Included

- Employees in areas excluded from IPPS
 - Skilled-nursing facilities, psychiatric, or rehabilitation units
 - Worksheet S-3, Part II, Lines 9 and 10
 - Part A Teaching Physician, Physician Part B, and CRNAs
 - Worksheet S-3, Part II, Lines 3, 4.01, 5, & 6
 - Interns and Residents
 - Worksheet S-3, Part II, Lines 7

Occupational Mix Adjustment Factor

- CMS calculator at CMS Website
- <https://www.cms.gov/Medicare/Medicare-Fee-for-Service-Payment/AcuteInpatientPPS/Wage-Index-Files-Items/FY-2016-Wage-Index-Home-Page.html>
 - Then scroll down for FY 2016 Final Rule AHW Calculator

OMA Calculator

Spreadsheet for Final FY 2016 Calculation of Provider Occupational Mix AHW

You Must Fill Out the AHW Calculator Tab Before Filling Out the Occupational Mix Calculator

Fields in PINK are filled in by the provider from the provider's occupational mix spreadsheet

Fields in GREEN are filled in from IPPS wage index Web Site or Federal Registers

Fields in BOLD and/or Blue are calculated fields--DO NOT ENTER any information here

Provider Information	
Provider Number	
MAC #	
Occ Mix Begin Date	
Occ Mix End Date	

			step 1	step 2	step 3	step 5	step 6	in step 7
	Provider Occ Mix Hours	Provider Occ Mix Salaries	Provider % by Subcategory	FY 2015 Final National AHWs by Subcategory	Provider Adjusted AHW	Final FY 2015 National Adjusted Nurse AHW	Nurse Occ Mix Adjustment Factor	Provider % by Total
RN	0	0	0.00%	\$38.823902202	0			
LPN and Surgical Technicians	0	0	0.00%	\$22.767361175	0			
National Nurse Aides, Orderlies, and Attendants	0	0	0.00%	\$15.955866208	0			
Medical Assistants	0	0	0.00%	\$18.006207097	0			
Total Nurse Hours and Salaries	0	0			0	\$32.875956041	0.0000	0.00%
ALLOTHER	0	0			step 4			0.00%
TOTAL	0	0						

Wage Data from Cost Report

Wages (From S-3, Parts II and III)	\$0 (These are inflated wages, from cell B97 from AHW calculator).
Hours (From S-3, Parts II and III)	0 (Revised hours from cell B98 from AHW calculator).
Unadjusted AHW	0 (Should match AHW in cell B100 from AHW calculator).

THESE 3 LINES, 24, 25, 26, MUST ALSO BE LINKED TO THE 2552-10 SPREADSHEET!!

Nurse Occ Mix Wages	\$0	step 7
All Other Unadjusted Occ Mix Wages	\$0	step 7
Total Occ Mix Wages	\$0	step 8
Final Occ Mix Adjusted AHW	0.00000000	step 8



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Medicare Reimbursement Experts Since 1990

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Occupational Mix Adjustment Factor

- Calculate Impact on AHW
 - Step 1 - Determine % of each subcategory by hours
 - Step 2 - Multiply each subcategory by National AHW
 - Step 3 - Determines AHW by subcategory
 - Step 4 - Sum for Hospital Nursing AHW
 - Step 5 - Compare Hospital Nursing AHW to National
 - Step 6 - Calculates Nurse Occ Mix factor
 - Step 7 - Multiply this by Nursing % to total
 - Step 8 - Add to "All Other" %

Positive Occupational Mix Adjustment

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Provider Number	
MAC #	
Occ Mix Begin Date	1/1/2013
Occ Mix End Date	12/31/2016

			step 1	step 2	step 3	step 5	step 6	in step 7
	Provider Occ Mix Hours	Provider Occ Mix Salaries	Provider % by Subcategory	FY 2015 Final National AHWs by Subcategory	Provider Adjusted AHW	Final FY 2015 National Adjusted Nurse AHW	Nurse Occ Mix Adjustment Factor	Provider % by Total
RN	2,500,000	74,000,000	67.92%	\$38.823902202	26.367768			
LPN and Surgical Technicians	169,000	3,200,000	4.59%	\$22.767361175	1.0452823			
National Nurse Aides, Orderlies, and Attendants	1,000,000	14,000,000	27.17%	\$15.955866208	4.3346553			
Medical Assistants	12,000	150,000	0.33%	\$18.006207097	0.0586999			
Total Nurse Hours and Salaries	3,681,000	91,350,000			31.806406	\$32.875956041	1.0336	47.74%
ALLOTHER	4,500,000	100,000,000			step 4			52.26%
TOTAL	8,181,000	191,350,000						

Wage Data from Cost Report

Wages (From S-3, Parts II and III)	\$146,433,337	(These are inflated wages, from cell B97 from AHW calculator).
Hours (From S-3, Parts II and III)	3,125,000	(Revised hours from cell B98 from AHW calculator).
Unadjusted AHW	46.85866784	(Should match AHW in cell B100 from AHW calculator).

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Nurse Occ Mix Wages	\$72,257,651	step 7
All Other Unadjusted Occ Mix Wages	\$76,526,437	step 7
Total Occ Mix Wages	\$148,784,088	step 8
Final Occ Mix Adjusted AHW	47.61090808	step 8



Positive Occupational Mix Adjustment

Spreadsheet for Final FY 2016 Calculation of Provider Occupational Mix AHW

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MAC #	
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	step 1	step 2
	Provider Occ Mix Hours	Provider Occ Mix Salaries
RN	2,500,000	74,000,000
LPN and Surgical Technicians	169,000	3,200,000
National Nurse Aides, Orderlies, and Attendants	1,000,000	14,000,000
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Final Occ Mix Adjusted AHW	47.61090808	step 8

step 1	step 6	in step 7
Provider % by Subcategory	Nurse Occ Mix Adjustment Factor	Provider % by Total
67.92%	1.0336	47.74%
4.59%		52.26%
27.17%		
0.33%		

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Provider Number	
MAC #	
Occ Mix Begin Date	1/1/2013
Occ Mix End Date	12/31/2016

	step 1	step 2	step 3	
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Final Occ Mix Adjusted AHW	47.61090808	step 8

step 2

FY 2015 Final National AHWs by Subcategory

\$38.823902202

\$22.767361175

\$15.955866208

\$18.006207097

JUST
52-10



Medicare Reimbursement Experts Since 1990

Positive Occupational Mix Adjustment

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Provider Number	
MAC #	
Occ Mix Begin Date	1/1/2013
Occ Mix End Date	12/31/2016

			step 1	step 2	step 3	step 5
	Provider Occ Mix Hours	Provider Occ Mix Salaries	Provider % by Subcategory	FY 2015 Final National AHWs by Subcategory	Provider Adjusted AHW	Final FY 2015 N Adjusted Nurse
RN	2,500,000	74,000,000	67.92%	\$38.823902202	26.367768	
LPN and Surgical Technicians	169,000	3,200,000	4.59%	\$22.767361175	1.0452823	
National Nurse Aides, Orderlies, and Attendants	1,000,000	14,000,000	27.17%	\$15.955866208	4.3346553	
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Total Nurse Hours and Salaries	3,681,000	91,350,000			31.806406	\$32.875
ALLOTHER	4,500,000	100,000,000			step 4	
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step 3
Provider Adjusted AHW
26.367768
1.0452823
4.3346553
0.0586999
31.806406
step 4

JUST
2-10

Positive Occupational Mix Adjustment

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	Provider Occ Mix Hours	Provider Mix S
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Medical Assistants	12,000	
Total Nurse Hours and Salaries	3,681,000	91
ALLOTHER	4,500,000	100
TOTAL	8,181,000	191

	Wage	
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Total Occ Mix Wages	\$148,784,088	step 8

Final Occ Mix Adjusted AHW 47.61090808 step 8

Step 5

Final FY 2015 National Adjusted Nurse AHW

\$32.875956041

	step 5	step 6	in step 7
Final FY 2015 National Adjusted Nurse AHW		Nurse Occ Mix Adjustment Factor	Provider % by Total
7768			
2823			
6553			
6999			
06	\$32.875956041	1.0336	47.74%
4			52.26%

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RN	2,500,000	74,000,000
LPN and Surgical Technicians	169,000	3,200,000
National Nurse Aides, Orderlies, and Attendants	1,000,000	14,000,000
Medical Assistants	12,000	150,000
Total Nurse Hours and Salaries	3,681,000	91,350,000
ALLOTHER	4,500,000	100,000,000
TOTAL	8,181,000	191,350,000

Wage Data from Cost Report	
Wages (From S-3, Parts II and III)	\$146,433,337 (These are inflated wages, from
Hours (From S-3, Parts II and III)	3,125,000 (Revised hours from cell B98 fr
Unadjusted AHW	46.85866784 (Should match AHW in cell B10

Nurse Occ Mix Wages	\$72,257,651	step 7
All Other Unadjusted Occ Mix Wages	\$76,526,437	step 7
Total Occ Mix Wages	\$148,784,088	step 8
Final Occ Mix Adjusted AHW	47.61090808	step 8

Step 6

Nurse Occ Mix Adjustment Factor

1.0336

step 5	step 6	in step 7
Final FY 2015 National Adjusted Nurse AHW	Nurse Occ Mix Adjustment Factor	Provider % by Total
\$32.875956041	1.0336	47.74%
		52.26%

THESE 3 LINES, 24, 25, 26, MUST ALSO BE LINKED TO THE 2552-10 SPREADSHEET!!



Medicare Reimbursement Experts Since 1990

Positive Occupational Mix Adjustment

Spreadsheet for Final FY 2016 Calculation of Provider Occupational Mix AHW

You Must Fill Out the AHW Calculator Tab Before Filling Out the Occupational Mix Calculator

Fields in PINK are filled in by the provider from the provider's occupational mix spreadsheet

Fields in GREEN are filled in from IPPS wage index Web Site or Federal Registers

Fields in BOLD and/or Blue are calculated fields--DO NOT ENTER any information here

Provider Information	
Provider Number	
MAC #	
Occ Mix Begin Date	1/1/2013
Occ Mix End Date	12/31/2016

	Provider Occ Mix Hours	Provider Occ Mix Salaries
RN	2,500,000	74,000,000
LPN and Surgical Technicians	169,000	3,200,000
National Nurse Aides, Orderlies, and Attendants	1,000,000	14,000,000
Medical Assistants	12,000	150,000
Total Nurse Hours and Salaries	3,681,000	91,350,000
ALLOTHER	4,500,000	100,000,000
TOTAL	8,181,000	191,350,000

Wage Data	
Wages (From S-3, Parts II and III)	\$146,433,337 (These are
Hours (From S-3, Parts II and III)	3,125,000 (Revised h
Unadjusted AHW	46.85866784 (Should ma

Nurse Occ Mix Wages	\$72,257,651	step 7
All Other Unadjusted Occ Mix Wages	\$76,526,437	step 7
Total Occ Mix Wages	\$148,784,088	step 8

Final Occ Mix Adjusted AHW	47.61090808	step 8
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Step 7					
Provider % by Total					
	step 3	step 5	step 6	in step 7	
Final FY 2015 National Adjusted Nurse AHW	Provider Adjusted AHW	Final FY 2015 National Adjusted Nurse AHW	Nurse Occ Mix Adjustment Factor	Provider % by Total	
302202	26.367768				
361175	1.0452823				
366208	4.3346553				
370797	0.0586999				
31.806406		\$32.875956041	1.0336	47.74%	
step 4				52.26%	

AWH calculator). THESE 3 LINES, 24, 25, 26, MUST ALSO BE LINKED TO THE 2552-10 SPREADSHEET!!

Positive Occupational Mix Adjustment

Spreadsheet for Final FY 2016 Calculation of Provider Occupational Mix AHW

You Must Fill Out the AHW Calculator Tab Before Filling Out the Occupational Mix Calculator

Fields in PINK are filled in by the provider from the provider's occupational mix spreadsheet

Fields in GREEN are filled in from IPPS wage index Web Site or Federal Registers

Fields in BOLD and/or Blue are calculated fields--DO NOT ENTER any information here

Provider Information	
Provider Number	
MAC #	
Occ Mix Begin Date	1/1/2013
Occ Mix End Date	12/31/2016

			step 1	step 2	step 3	step 5	step 6	in step 7
	Provider Occ Mix Hours	Provider Occ Mix Salaries	Provider % by Subcategory	FY 2015 Final National AHWs by Subcategory	Provider Adjusted AHW	Final FY 2015 National Adjusted Nurse AHW	Nurse Occ Mix Adjustment Factor	Provider % by Total
RN	2,500,000	74,000,000	67.92%	\$38.823902202	26.367768			
LPN and Surgical Technicians	169,000	3,200,000	4.59%	\$22.767361175	1.0452823			
National Nurse Aides, Orderlies, and Attendants	1,000,000	14,000,000	27.17%	\$15.955866208	4.3346553			
Medical Assistants	12,000	150,000	0.33%	\$18.006207097	0.0586999			
Total Nurse Hours and Salaries	3,681,000	91,350,000			31.806406	\$32.875956041	1.0336	47.74%
ALLOTHER	4,500,000	100,000,000			step 4			52.26%
TOTAL	8,181,000	191,350,000						

Wage Data from Cost Report		
Wages (From S-3, Parts II and III)	\$146,433,337	(These are inflated wages, from cell B98 from
Hours (From S-3, Parts II and III)	3,125,000	(Revised hours from cell B98 from
Unadjusted AHW	46,858,678	(Should match AHW in cell B100)

Nurse Occ Mix Wages	\$72,257,651	step 7
All Other Unadjusted Occ Mix Wages	\$76,526,437	step 7
Total Occ Mix Wages	\$148,784,088	step 8
Final Occ Mix Adjusted AHW	47.61090808	step 8

\$72,656,961

step 7

\$76,526,437

step 7

\$149,183,398

step 8

47.61090808

step 8

, MUST
2552-10



Medicare Reimbursement Experts Since 1990

Negative Occupational Mix Adjustment

Spreadsheet for Final FY 2016 Calculation of Provider Occupational Mix AHW								
You Must Fill Out the AHW Calculator Tab Before Filling Out the Occupational Mix Calculator								
Fields in PINK are filled in by the provider from the provider's occupational mix spreadsheet								
Fields in GREEN are filled in from IPPS wage index Web Site or Federal Registers								
Fields in BOLD and/or Blue are calculated fields--DO NOT ENTER any information here								
Provider Information								
Provider Number								
MAC #								
Occ Mix Begin Date		1/1/2013						
Occ Mix End Date		12/31/2016						
			step 1	step 2	step 3	step 5	step 6	in step 7
	Provider Occ Mix Hours	Provider Occ Mix Salaries	Provider % by Subcategory	FY 2015 Final National AHWs by Subcategory	Provider Adjusted AHW	Final FY 2015 National Adjusted Nurse AHW	Nurse Occ Mix Adjustment Factor	Provider % by Total
RN	1,000,000	35,000,000	84.46%	\$38.823902202	32.790458			
LPN and Surgical Technicians	170,000	3,000,000	14.36%	\$22.767361175	3.2689623			
National Nurse Aides, Orderlies, and Attendants	14,000	200,000	1.18%	\$15.955866208	0.1886673			
Medical Assistants	0	0	0.00%	\$18.006207097	0			
Total Nurse Hours and Salaries	1,184,000	38,200,000			36.248088	\$32.875956041	0.9070	32.59%
					↑			
ALLOTHER	3,800,000	79,000,000			step 4			67.41%
TOTAL	4,984,000	117,200,000						
Wage Data from Cost Report								
Wages (From S-3, Parts II and III)	\$146,433,337	(These are inflated wages, from cell B97 from AHW calculator).		THESE 3 LINES, 24, 25, 26, MUST ALSO BE LINKED TO THE 2552-10 SPREADSHEET!!				
Hours (From S-3, Parts II and III)	3,125,000	(Revised hours from cell B98 from AHW calculator).						
Unadjusted AHW	46.85866784	(Should match AHW in cell B100 from AHW calculator).						
Nurse Occ Mix Wages	\$43,288,148	step 7						
All Other Unadjusted Occ Mix Wages	\$98,705,065	step 7						
Total Occ Mix Wages	\$141,993,213	step 8						
								↑
Final Occ Mix Adjusted AHW	45.43782808	step 8						

How Significant an Impact on the Wage Index?

- Largest Impact typically occurs in CBSAs where there are few hospitals:
- San Luis Obispo-Paso Robles-Arroyo Grand, CA (42020) – 6.40% decrease
- Lebanon, PA (30140) – 14.20% increase

Impact on Wage Index for Connecticut CBSA's - 2018

CBSA	NAME	WI without OCC MIX	OCC MIX Adjustment	FY 2018 WI
07	CONNECTICUT	1.1600	0.0262	1.1862
14860	Bridgeport-Stamford-Norwalk	1.2865	0.0149	1.3014
25540	Hartford-West Hartford-East Hartford	1.0961	0.0194	1.1155*
35300	New Haven-Milford	1.1759	0.0114	1.1873
35980	Norwich-New London	1.1988	0.0040	1.2028
49340	Worcester, MA	1.1713	0.0160	1.1873

* Receiving Rural Floor of 1.1862

2018 Impact of OMA on AHW

07 - Rural Connecticut

Prov #	NAME	AHW	OCC MIX	AHW w/o Occ Mix
070004	Sharon Hospital	\$42.49	1.0058	\$42.25
070007	Lawrence & Memorial Hospital	\$54.26	1.0021	\$54.16
070011	Charlotte Hungerford Hospital	\$46.29	1.0411	\$44.47
070015	New Milford Hospital	\$53.13	1.0008	\$53.10
070021	Windham Hospital	\$53.08	1.0074	\$52.70
070024	William W Backus Hospital	\$46.56	1.0029	\$46.43
	CBSA	\$50.09		\$49.70

2018 Impact of OMA on AHW

14860 – Bridgeport-Stamford-Norwalk

Prov #	NAME	AHW	OCC MIX	AHW w/o Occ Mix
070006	The Stamford Hospital	\$55.74	0.9845	\$56.63
070010	Bridgeport Hospital	\$52.06	1.0071	\$51.70
070018	Greenwich Hospital	\$57.02	1.0016	\$56.95
070028	St. Vincents Medical Center	\$49.71	1.0140	\$49.03
070033	Danbury Hospital	\$59.07	1.0159	\$58.16
070034	Norwalk Hospital	\$56.72	1.0449	\$54.30
	CBSA	\$54.95		\$54.36

2018 Impact of OMA on AHW

25540 – Hartford-Hartford East

Hartford-West

Prov #	NAME	AHW	OCC MIX	AHW w/o Occ Mix
070002	Saint Francis Hospital	\$44.04	1.0458	\$42.13
070008	Johnson Memorial Hospital	\$37.57	1.0170	\$36.96
070012	Rockville General Hospital, Inc.	\$45.56	0.9939	\$45.85
070020	Middlesex Hospital	\$49.31	1.0158	\$48.56
070025	Hartford Hospital	\$45.46	1.0133	\$44.88
070027	Manchester Memorial Hospital	\$46.37	0.9960	\$46.57
070029	Bristol Hospital, Inc.	\$42.51	1.0099	\$42.10
070035	The Hospital Of Central Connecticut	\$48.24	1.0131	\$47.63
070036	John Dempsey Hospital	\$60.35	0.9940	\$60.73
070040	Hebrew Home & Hospital	\$43.55	1.2255	\$35.55
	CBSA	\$46.81		\$46.02

2018 Impact of OMA on AHW 35300 – New Haven-Milford

Prov #	NAME	AHW	OCC MIX	AHW w/o Occ Mix
070005	Waterbury Hospital	\$46.01	1.0217	\$45.05
070016	St. Marys Hospital	\$41.80	1.0042	\$41.64
070017	Midstate Medical Center	\$48.42	1.0279	\$47.12
070019	Milford Hospital, Inc	\$50.82	1.0051	\$50.57
070022	Yale-New Haven Hospital	\$52.73	1.0045	\$52.51
070031	The Griffin Hospital	\$38.95	1.0187	\$38.24
070038	The Connecticut Hospice, Inc.	\$41.06	1.0000	\$41.06
070039	Masonicare Health Center	\$44.48	1.1247	\$39.56
	CBSA	\$50.14		\$49.70

2018 Impact of OMA on AHW

35980 – Norwich-New London

Prov #	NAME	AHW	OCC MIX	AHW w/o Occ Mix
070007	Lawrence & Memorial Hospital	\$54.26	1.0021	\$54.16
070024	The William W. Backus Hospital	\$46.56	1.0029	\$46.43
	CBSA	\$50.79		\$50.67

2018 Impact of OMA on AHW 49340 – Worcester, MA

Prov #	NAME	AHW	OCC MIX	AHW w/o Occ Mix
070003	Day Kimball Hospital	\$42.82	1.0261	\$41.74
070021	Windham Community Memorial Hospital	\$53.08	1.0074	\$52.70
220001	Health Alliance	\$44.81	0.9956	\$45.00
220019	Harrington Memorial Hospital	\$37.81	1.0000	\$37.81
220058	UMMHC~Clinton Hospital	\$41.36	0.9742	\$42.47
220062	Adcare Hospital Of Worcester	\$35.49	1.0486	\$33.84
220090	Milford Regional Medical Center	\$44.96	0.9994	\$44.96
220095	Heywood Hospital	\$43.37	1.0028	\$43.25
220163	UMass Memorial Medical Center	\$56.44	1.0190	\$55.39
220176	Saint Vincent Hospital	\$47.30	1.0078	\$46.93
	CBSA	\$50.14		\$49.48

Strategy for Optimization

- Minimize the RN percentage and maximize the other three components of nursing
- Your hospital's percentage of RN hours to total nursing hours will be compared to the national average
- If you're above the national average, you get a negative adjustment; below national figures gives a positive adjustment
- The national average in the last survey was 71.5%.

Job Titles & Patient Care

- As you review job titles, ask yourself;

"Are they involved in patient care?"

What Does the RN Do?

- When categorizing RNs, include only those involved with patient care
- Those performing solely administration functions should be included in “ALL OTHER” category
- Also look at RNs on floors that may be solely administrative or educational

Nursing Occupation Categories

- The categories of LPN's, nurse aides, orderlies, attendants and medical assistants need to be scrutinized so that they are included in an effort to dilute RN impact
- Responsibilities should be investigated to see if they have any employees who actually do the work of LPN's, aides, orderlies and attendants
- Examples include patient transport and non-excluded clinics

Where to Assign the Data

- Director of Nursing or anyone handling those functions should be in the “All Other” category
- Transportation for surgery
 - Include in LPN’s and Surgical Technologists per the instructions
- Advanced Practice Nurses
 - Exclude if billed under Part B
 - Instructions say to include in “All Other” if included on S-3

What's Next?

- Plan ahead – Data required is this calendar year
 - Who is preparing the form?
- Collecting your data
 - Pay Periods ending between January 1, 2016 – December 31, 2016
 - Contract labor hours
 - Home office
 - Related organization
- Contact your reviewer with questions/concerns
- Complete survey & send to R-C by June 22, 2017 for final review
- Submit to NGS by July 3, 2017

Reviewer – Mike Webdale

- **Email:** mwebdale@rcmgmt.com
- **Phone:** 800-862-9420
- **Hospitals**
 - Day Kimball Hospital
 - The Charlotte Hungerford Hospital
 - Middlesex Hospital
 - Waterbury Hospital
 - The Stamford Hospital
 - Bridgeport Hospital
 - MidState Medical Center
 - Greenwich Hospital
 - Windham Community Memorial Hospital
 - Yale-New Haven Hospital
 - The William W. Backus Hospital
 - Hartford Hospital
 - Bristol Hospital

Reviewer – Dan Silver

- **Email:** dsilver@rcmgmt.com
- **Phone:** 800-862-9420
- **Hospitals**
 - Saint Francis Hospital And Medical Center
 - Johnson Memorial Hospital
 - New Milford Hospital
 - Milford Hospital
 - Danbury Hospital
 - Norwalk Hospital
 - The Hospital of Central Connecticut

Reviewer – Eric Webdale

- **Email:** ewebdale@rcmgmt.com
- **Phone:** 800-862-9420
- **Hospitals**
 - Lawrence Memorial Hospital
 - Rockville General Hospital
 - Saint Mary's Hospital
 - Manchester Memorial Hospital
 - St. Vincent's Medical Center
 - Griffin Hospital

Secure Data Transfer

- Contact Dave Hanak
 - Email: dhanak@rcmgmt.com
 - Phone: 800-862-9420
- Dave will send an email from admin@rcsecuredocs.com
- Reply to email with sensitive documents attached
- R-C will confirm receipt of documents
- Alternatively, hospitals may use their in-house secure system

Reporting

Provider Number: 070100
 Provider Name: Connecticut Hospital
 Reporting Period (Year): 2013

Occupational Category	Paid Salaries	Paid Hours	Average Hourly Wage (Salaries/Hours)	% of Nursing	Total %
RNs	15,801,654	599,366	26.36	72.9%	
LPNs and Surgical Technologists	551,181	33,626	16.39	4.1%	
Nursing Aides, Orderlies, & Attendants	2,524,124	189,313	13.33	23.0%	
Medical Assistants				0.0%	
Total Nursing	18,876,959	822,305	22.96	100%	41%
All Other Occupations	27,350,892	1,396,550	19.58		59%
Total (Nursing and All Other)	46,227,851	2,218,855	20.83		100%
2010 Occupational Mix Adjustment	1.0013				

Reporting Period (Year): 2016

Occupational Category	Paid Salaries	Paid Hours	Average Hourly Wage (Salaries/Hours)	% of Nursing	Total %
RNs	13,568,450	516,385	26.28	69.3%	
LPNs and Surgical Technologists	742,620	44,150	16.82	5.9%	
Nursing Aides, Orderlies, & Attendants	2,559,960	184,363	13.89	24.8%	
Medical Assistants		-		0.0%	
Total Nursing	16,871,030	744,898	22.65	100.0%	35%
All Other Occupations	31,101,545	1,404,400	22.15		65%
Total (Nursing and All Other)	47,972,575	2,149,298	22.32		100%
2013 Occupational Mix Adjustment	1.0092				
Occ Mix Change 2010 to 2013	0.0079				

COMMENTS **Connecticut Hospital**

We verified each type of employee were included in the proper category and no Nursing Aides were included in All Other. Initial contact with the facility was made through phone and e-mail to answer provider specific questions as the survey was being completed. The facility was provided the 18 identified costs centers when reporting nursing personnel. They were also advised to report "sitters" in the "Nursing Aides, Orderlies & Attendants" category.

After receiving the completed survey, a review was conducted to validate reporting of excluded area salaries and hours as well as proper reporting of the 18 identified cost centers. As a result of this analysis, the following issues were identified as unique to this facility.

During review of the "RN" category, nurse extenders were being reported as RN's. After a review of their job description it was felt they would more appropriately be included in the "Nursing Aides, Orderlies & Attendants" category.

Finally, during review of the "All Other" category there were some residential aides that were more appropriately included in the "Nursing Aides, Orderlies & Attendants" category. Those personnel were moved accordingly.

Questions

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