

PEER SUPPORT SERVICES IN UTAH

USA AV + COMMITTEE
12/10/24



BENEFITS OF PEER SUPPORT

PEER PROVIDER

- Well-being and confidence
- Reframing of identity
- Therapeutic use of self-enhancing responsibility
- Professional growth and building job skills and career goals

HEALTHCARE SYSTEM

- Decreased Hospital Admissions
- Decreased Rehospitalization rates
- Reduced length of stay
- Cost-effective Approach
- Reduce absenteeism and disability

SERVICE RECIPIENT

- Reduce stigma
- Hope, empowerment, and social functioning
- Foundational and emotional growth
- Spiritual, social, and occupational wellness
- Improve social integration, self-confidence
- Nonjudgemental support

**Peer Support in Mental Health:
Literature Review
Shalaby R, Agyapong V**

The Need

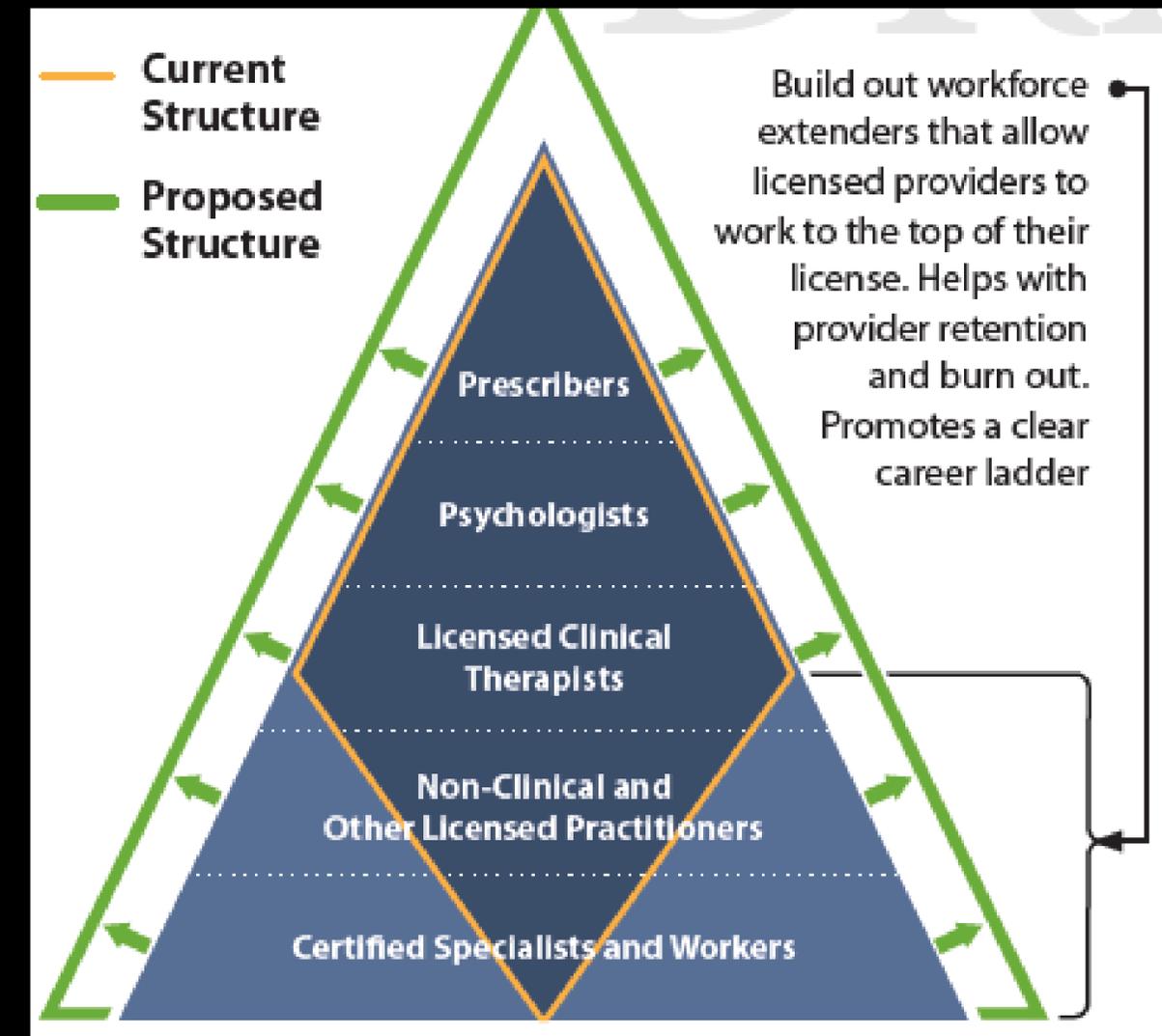
DATA ON THE PEER
WORKFORCE SHOWS:

- LOW PAY COMPARED TO SIMILAR ROLES
- HIGH BURNOUT, TURNOVER IN WORKFORCE
- LACK OF ROLE CLARITY
- INADEQUATE SUPERVISION
- IMPROPER IMPLEMENTATION OF CPSS
- POWER DIFFERENTIALS
- LACK OF RESPECT IN THE AGENCY

UPN'S UTAH SPECIFIC
SURVEY RESULTS WILL BE
AVAILABLE SOON***

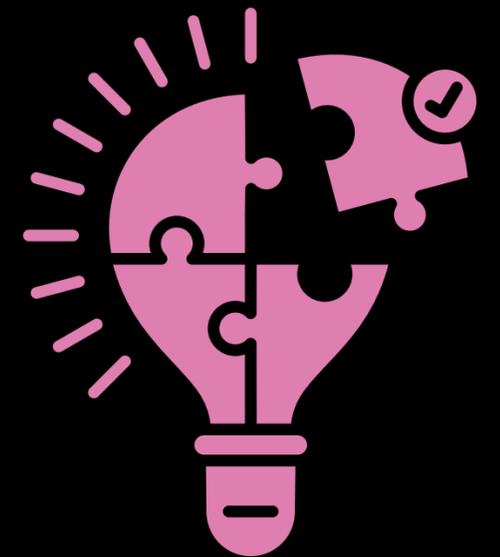
Utah Behavioral Health Master Plan

- **GARDNER POLICY INSTITUTE, UTAH HOSPITAL ASSOCIATION, AND DHHS**
- **EXPAND PUBLIC/PRIVATE REIMBURSEMENT OF NON-LICENSED PROFESSIONALS (CPSS)**
- **MENTIONS PEER SUPPORT 57 TIMES IN 68 PAGES**
- **“BETTER REIMBURSEMENT, MORE FUNDING, SUFFICIENT WAGE”**
- **ESTABLISH A PEER SUPPORT ASSOCIATION**
- **EXPAND, SUPPORT, & DIVERSIFY BH WORKFORCE**



SOLUTIONS

- **35% INCREASE TO CODE H0038 FOR PEER SERVICES**
- **IMPROVED LONG-TERM WORKFORCE SUPPORT VIA PROFESSIONAL ASSOCIATION**
- **A STRONGER WORKFORCE THROUGH SYSTEM IMPROVEMENT/REFORM**
 - **REVIEW/IMPROVE CERTIFICATION, APPLICATION, AND TRAINING PROCESSES**
 - **TECHNICAL ASSISTANCE FOR IMPLEMENTATION**



OUR ASK TODAY

**VOTE TO SUPPORT A 35% INCREASE TO
CODE H0038 FOR PEER SERVICES UNDER
MEDICAID**

Request for Appropriation Budget Template		
<i>Enter data into each yellow cell.</i>		
Request Title:	Peer Support Rate Increase	
Sponsor:		
Step 1. Revenue		
<i>Funding Source</i>		
Amount Requested	\$ 419,420.49	Federal Funds
	\$ 23,954.35	General Fund
	\$ 30,284.90	Expansion Fund
	\$ 86,429.55	Expendable Receipts
Other Revenue Sources		
Total Revenues:	\$ 560,089.29	
<i>Difference between Revenue & Expenditures</i>		\$ -
Step 2. Expenditures		
<i>Amounts</i>		<i>Details</i>
Personnel		Number of personnel supported:
Travel		Nature of travel:
Equipment/Supplies		Types of equipment/supplies to be purchased:
Pass-through	\$ 560,089.29	Intended recipient(s) of pass-through funds:
Licenses		Description of licenses (number, cost per license, etc.)
Other		Description of other expenses
Other		Description of other expenses
Other		Description of other expenses
Total Expenditures:	\$ 560,089.29	

\$560,089 ADDITIONAL TOTAL COST

- **\$23,954 GENERAL FUND**
- **\$30,285 EXPANSION FUND**
- **\$86,430 EXPENDABLE RECEIPTS**

TOTAL NON-FEDERAL COST

\$140,669

CLAIM_TYP	FUND_CATEGOR	FMAP	PRCDR_COD	MODIFIER	UNITS	INCREASE	TOTALCOMPUTAB	FEDERAL_SHAR	GENERAL_FUN	EXPANSION	SEEDED
ENC	Expansion	0.9	H0038	HQ	10,130	\$ 1.738422	\$ 17,610.21	\$ 15,849.19	\$ -	\$ 1,761.02	\$ -
ENC	Expansion	0.9	H0038	Other	8,233	\$ 5.11	\$ 42,070.63	\$ 37,863.57	\$ -	\$ 4,207.06	\$ -
ENC	Seeded	0.6294	H0038	HQ	28,727	\$ 1.738422	\$ 49,939.65	\$ 31,432.01	\$ -	\$ -	\$ 18,507.63
ENC	Seeded	0.6294	H0038	Other	24,152	\$ 5.11	\$ 123,416.72	\$ 77,678.48	\$ -	\$ -	\$ 45,738.24
FFS	Expansion	0.9	H0038	HQ	33,503	\$ 1.738422	\$ 58,242.35	\$ 52,418.12	\$ -	\$ 5,824.24	\$ -
FFS	Expansion	0.9	H0038	Other	36,189	\$ 5.11	\$ 184,925.79	\$ 166,433.21	\$ -	\$ 18,492.58	\$ -
FFS	General Fund	0	H0038	HQ	37	\$ 1.738422	\$ 64.32	\$ -	\$ 64.32	\$ -	\$ -
FFS	General Fund	0	H0038	Other	4,667	\$ 5.11	\$ 23,848.37	\$ -	\$ 23,848.37	\$ -	\$ -
FFS	General Fund	0.6294	H0038	Other	22	\$ 5.11	\$ 112.42	\$ 70.76	\$ 41.66	\$ -	\$ -
FFS	Seeded	0.6294	H0038	HQ	2,581	\$ 1.738422	\$ 4,486.87	\$ 2,824.03	\$ -	\$ -	\$ 1,662.83
FFS	Seeded	0.6294	H0038	Other	10,836	\$ 5.11	\$ 55,371.96	\$ 34,851.11	\$ -	\$ -	\$ 20,520.85
								\$ 419,420.49	\$ 23,954.35	\$ 30,284.90	\$ 86,429.55
Assumptions:											
Current Rate	\$ 15.80	Increase per billed unit									
Proposed Rate	\$ 20.91	\$ 5.11									
Modifier 'HQ'	34.02%	per Dave Wilde									
	'HQ' increase:	\$ 1.738422									

**\$86,430 IN EXPENDABLE/SEEDDED RECEIPTS
WOULD BE INVOICED TO LMHA'S.**

**THE LEGISLATURE MAY FUND A PORTION OF
THIS AMOUNT TO OFFSET LOCAL EXPENDITURES.**



**IF THEY DON'T, THE TOTAL
COST TO THE LEGISLATURE
IS \$54,239**

WHY IT MATTERS

Surplus funding		
Surplus after proposed increase	\$57,511.27	
Average peer pay rate	Full Time Hours/year	Total Salary
\$18.00	2080	\$37,440.00
Increased peer pay rate	Full Time Hours/year	Total Salary
\$22.00	2080	\$45,760.00
\$20.00	2080	\$41,600.00
	Salary increase @ \$4	\$8,320.00
	Salary increase @ \$2	\$4,160.00
Surplus funding	Salary Change/person	# of staff to receive raise
\$57,511.27	\$8,320.00	6.91
\$57,511.27	\$4,160.00	13.82
Increased peer pay rate	Part-time staff 20 hours	Total Salary
\$24.00	1040	\$24,960.00
Increased peer pay rate	Full Time Hours/year	Total Salary
\$24.00	2080	\$49,920.00
Cost of FTE	Surplus Funding	# of new staff possible
\$49,920.00	\$57,511.27	1.15
Cost of PTE	Surplus Funding	# of new staff possible
\$24,960.00	\$57,511.27	2.30

- 7 FTE staff receive \$4 increase
 - 14 PTE @ 20 hours
 - 14 FTE staff receive \$2 increase
 - 28 PTE @ 20 hrs.
- OR**
- 1 new FTE at \$24 per hour
 - 2.3 new PTE at \$24 per hour

Impact and Outcomes

- INCREASED PAY RATE AVERAGES STATEWIDE, DECREASING BURNOUT/TURNOVER, INCREASED RETENTION/WORKFORCE SKILLS
- CONTINUE TO GATHER PAY RANGE DATA, ADVOCATE FOR INCREASES IN ORGANIZATIONS, AND TRACK FLUCTUATIONS
- ANNUAL PEER WORKFORCE SURVEY, GATHERING WORKFORCE EMPLOYMENT SATISFACTION/BURNOUT, LINKED TO COMPENSATION
- STATEWIDE NETWORK TO PROVIDE EDUCATION ON PEER REIMBURSEMENT INCREASE, IF APPROVED



WHAT QUESTIONS DO YOU HAVE?