

2023 MCO Pay for Performance Results



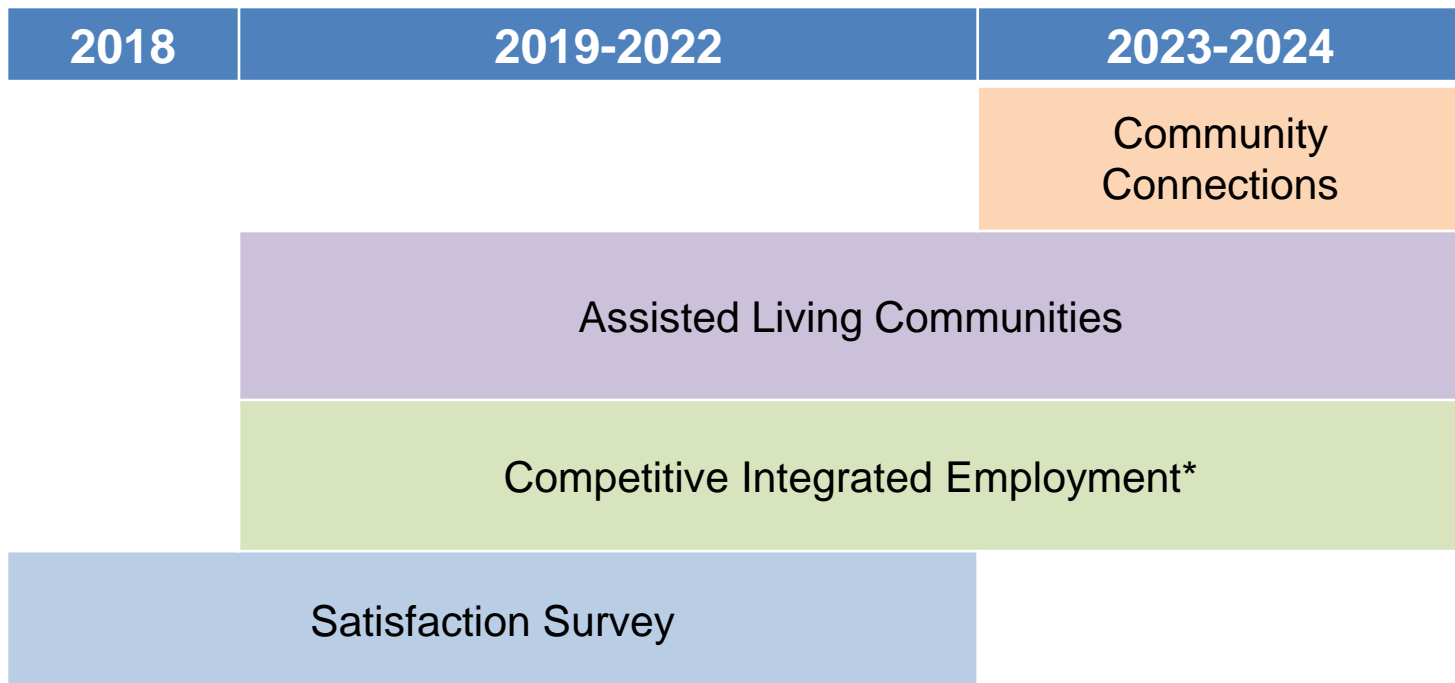
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Purpose of Pay for Performance

Pay for Performance (P4P) is a value-based payment system in which MCOs are incentivized to achieve goals or objectives pertaining to quality. It is an outcomes-based initiative that uses data collection and analysis to drive continuous improvement.

MCO P4P Initiatives



*Suspended in 2020 due to COVID.

Assisted Living Communities (ALC) P4P

Assisted Living Communities Overview

The initiative is focused on incentivizing MCOs to improve quality of care provided at Assisted Living Communities (ALCs) in their provider network. ALCs include three facility types:

- Community-based residential facilities (CBRFs)
- Certified residential care apartment complexes (RCACs)
- 3–4 bed adult family homes (AFHs)

Assisted Living Communities Overview

Incentive 1 Category

Members in an ALC that:

- Is compliant with the Home and Community-Based Services settings rule, and
- Has no enforcement action by DQA in the last three years,
- Has no substantiated complaints with deficiencies in the last 3 years, and
- Has been licensed/certified by DQA for at least three years.

Assisted Living Communities Overview

Incentive 2 Category

Members in an ALC that:

- Meet the incentive 1 criteria, and
- +
- Is a member of the Wisconsin Coalition for Collaborative Excellence in Assisted Living (WCCEAL) in good standing, and
 - Has a rate of less than three falls with injury per 1,000 occupied bed days during CY 2023.

Assisted Living Communities 2023 Results

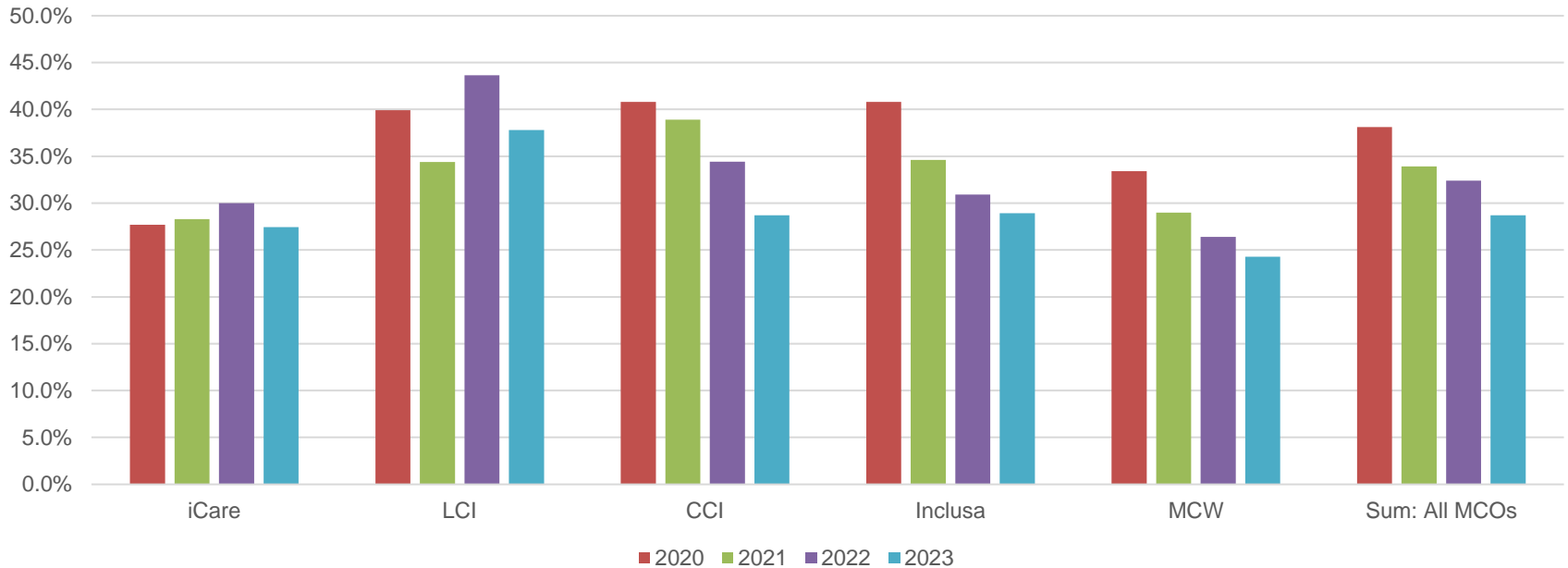
	iCare	LCI	CCI	Inclusa	MCW	All
# of Members in Incentive 1 Category (HCBS and DQA abbrev. survey)	59 (27.4%)	915 (37.8)	1,739 (28.7%)	1,453 (28.9%)	1,267 (24.3%)	5,433 (28.7%)
# of Members in Incentive 2 Category (HCBS, DQA abbrev. survey, WCCEAL, and falls measure met)	11 (5.1%)	174 (7.2%)	429 (7.1%)	450 (9.0%)	288 (5.5%)	1,352 (7.1%)
# of Members in Neither Category	145 (67.4%)	1,331 (55.0%)	3,890 (64.2%)	3,119 (62.1%)	3,666 (70.2%)	12,151 (64.2%)
Total # of Members in ALCs (MCO data submissions as of 12/31/2023)	215 (100%)	2,420 (100%)	6,058 (100%)	5,022 (100%)	5,221 (100%)	18,936 (100%)

Assisted Living Communities 2023 Results

	iCare	LCI	CCI	Inclusa	MCW	All MCOs
Incentive 1 Earnings	\$10,859.56	\$168,415.24	\$320,080.99	\$267,439.72	\$233,204.49	\$1M
Incentive 2 Earnings	\$ 8,136.09	\$128,698.22	\$317,307.69	\$332,840.24	\$213,017.75	\$1M
Total Earnings	\$18,995.66	\$297,113.47	\$637,388.68	\$600,279.96	\$446,222.24	\$2M

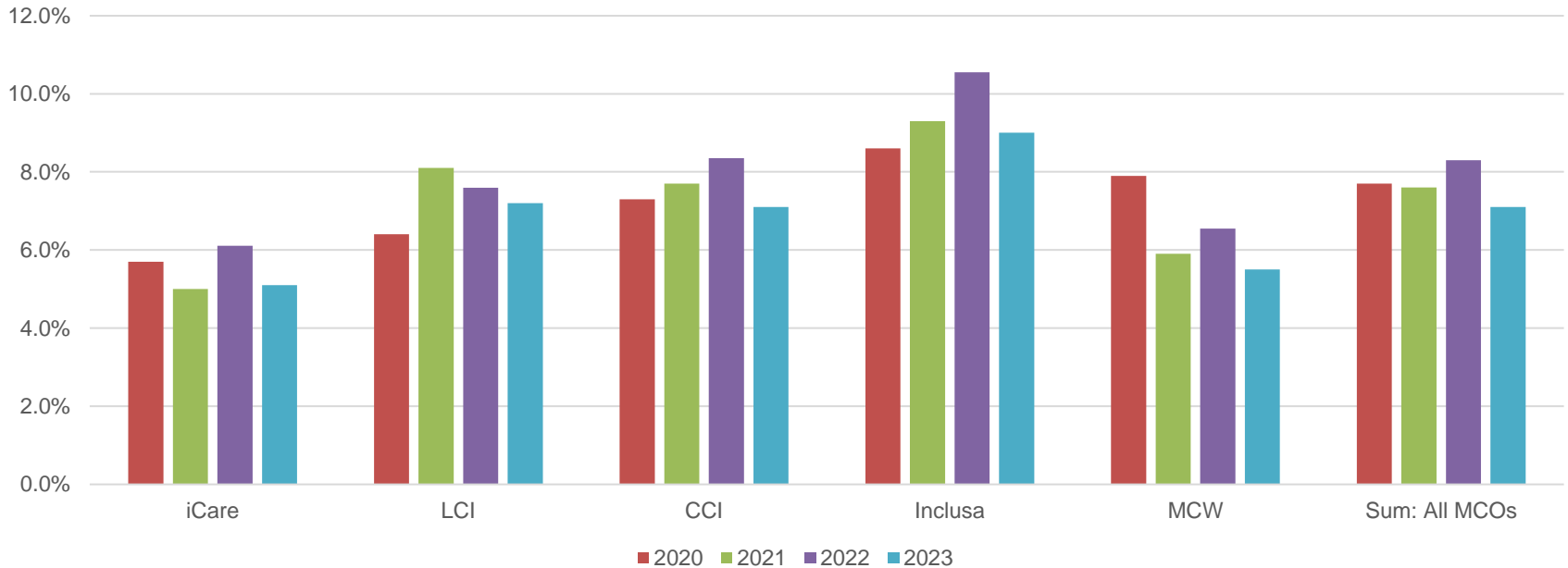
ALC P4P Incentive 1: 2020-2023 Comparison

% of Members in Incentive 1



ALC P4P Incentive 2: 2020-2023 Comparison

% Of Members in Incentive 2



ALC P4P Effectiveness: WCCEAL

- In Quarter 4 (Q4) 2023 there were 515 WCCEAL ALCs, up from 508 in Quarter 4 2022.
- Gold membership benefit began in Quarter 3 2019 and continues to increase. Gold members exemplify a high level of engagement with WCCEAL. As of Q4 2023 there were 263 Gold Member ALCs up from 214 in Q4 2022

Competitive Integrated Employment (CIE) P4P

Competitive Integrated Employment (CIE): 2019-2020 Overview

2019:

- MCOs submitted a comprehensive, unified five-year plan to advance CIE.
- MCOs submitted documentation of CIE conversations with 90% of its members ages 18–45 to gather level of employment interest.
- MCOs submitted documentation of follow-up employment activities intended to support members in maintaining employment, identifying employment interests and opportunities, or successfully gaining employment.

2020:

- P4P was suspended due to the effect of COVID-19 on rate of unemployment.
- MCO employment leads continued to meet with DHS on a bi-monthly basis to problem solve issues related to employment during COVID-19.

Competitive Integrated Employment 2021, 2022, and 2023 Overview

Withhold and incentive criteria are based on maintaining or increasing the number of members ages 18–45 employed in CIE. Percent increase is compared between Quarter 1 of the calendar year to Quarter 4 of the calendar year based on MCO IES data submission.

0.25% Withhold

Maintain **90-100%** of the number of members in CIE age 18–45

Or 0.125% Withhold

Maintain **80-89.9%** of the number of members in CIE aged 18–45

0.10% Incentive

Make a **4% increase** in the number of members in CIE aged 18–45

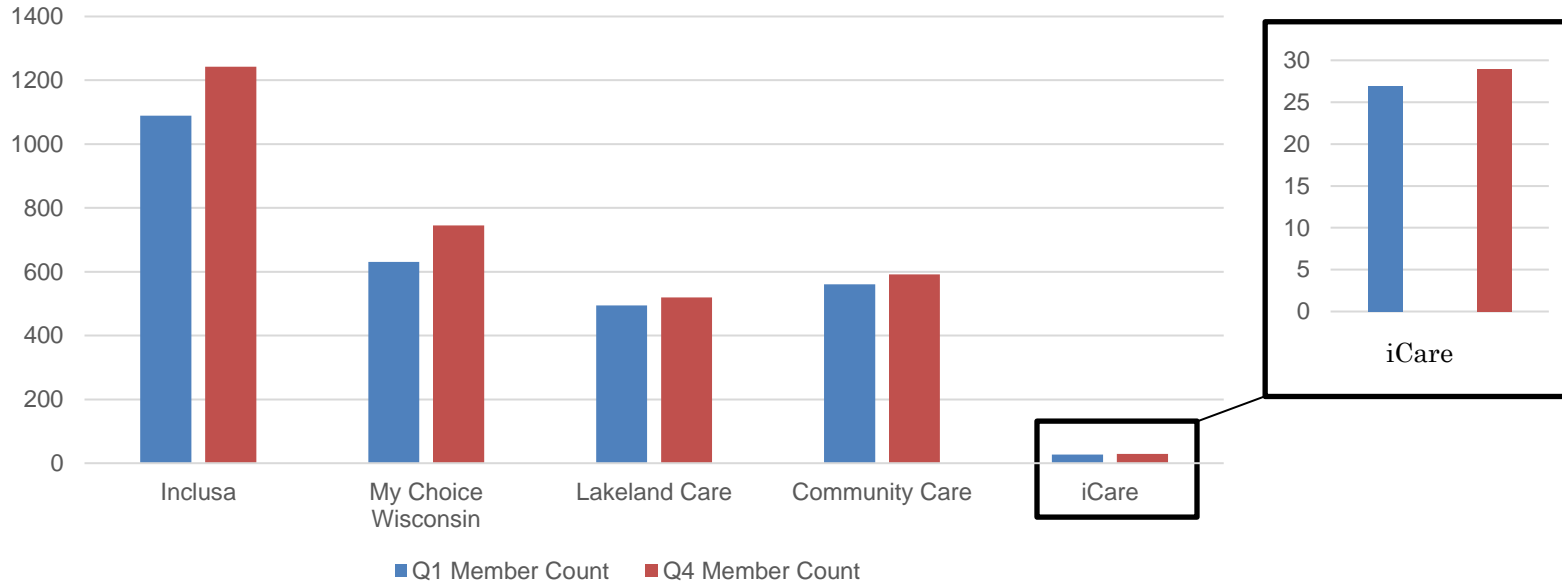
Or 0.05% Incentive

Make a **2-3.9%** increase in the number of members in CIE aged 18–45

CIE:2023 Results

All MCOs increased the number of members employed in CIE between Quarter 1 (Q1) and Quarter 4 (Q4) by more than 4% and earned the .10% incentive

of Members Ages 18–45 in CIE



CIE:2023 Results

	Quarter 1	Quarter 4 (Q4) Results			Required Q4 Member Count MCO must meet to obtain each Withhold and Incentive Threshold				
MCO Name:	Member Count	Member Count	Median Hours per Week	Median Hourly Wage	Target for .125% Withhold	Target for .25% Withhold	Target for .05% Incentive	Target for .10% Incentive	% Increase Q1 to Q4
Inclusa	1,089	1,242	15	\$11.83	871	980	1,111	1,133	14%
MCW	631	745	15	\$12.00	505	568	644	656	18%
LCI	494	519	15	\$12.00	395	445	504	514	5%
CCI	561	592	15	\$12.00	449	505	572	583	6%
iCare	27	29	17.5	\$11.00	22	24	28	28	7%

Community Connections P4P

Community Connections

- The goal of Community Connections is to:
 - increase the percentage of members who are active in inclusive community life and civic engagement, and
 - provide opportunity for members to integrate into their communities to be socially connected, in accordance with their personal preferences in alignment with Wisconsin Medicaid Managed Care Quality Strategy.

2023 Withhold

- .25% of the MCOs' 2023 Capitation payments are tied to MCOs developing a Strategic Plan

2023 Withhold Results

.25% Withhold Requirement	CCI	iCare	Inclusa	LCI	MCW
Strategic Plan Part 1 <ul style="list-style-type: none"> Part 1A. Plan Objective and Responsibilities Part 1B. Proposed Measures 	Met	Met	Met	Met	Met
Strategic Plan Part 2 <ul style="list-style-type: none"> Part 2C Preparing for Strategic Plan Development Part 2D Collective Plan for Changes in Practices Part 2E Staff Training and Technical Assistance Plan 	Met	Met	Met	Met	Met

2023 Incentive 1

- .20% of the MCOs' 2023 Capitation payments are tied to MCOs completing two incentives:
 - Incentive 1 (.08%): Developing tools and data reporting systems to implement the Strategic Plan

2023 Incentive 1 Results

.08% Incentive Requirements	CCI	iCare	Inclusa	LCI	MCW
Process requirements for how the strategy will be implemented	Met	Met	Met	Met	Met
Status of any future systems or technology-based improvements	Met	Met	Met	Met	Met
Copy of the of data collection method that will be utilized	Met	Met	Met	Met	Met
Copy of the new or revised tool or system used to implement the strategy	Met	Met	Met	Met	Met

2023 Incentive 2

- Incentive 2 (.12%): Completing Staff Training with at least 90% of IDT staff between when training plan was approved in August 2023 and 12/29/2023
 - Essential Concepts in [DHS Framework for Community Connections](#) along with MCO operationalized definitions related to community connections; and
 - Strategies identified that IDT staff will implement in Q1 2024

2023 Incentive 2 Results

.12% Incentive Requirements	CCI	iCare	Inclusa	LCI	MCW
Trained at least 90% of IDT staff	Met	Met	Met	Met	Met
Documented staff training including competency assessment scores for each IDT staff trained	Met	Met	Met	Met	Met
Description of any adaptations or adjustments that will be made to the approved training	Met	Met	Met	Met	Met