

## References for Health Care Pay Rates Chart and

1. The Health Care Professional data is from Payscale.com, a leading provider of compensation data. The category is a catch all for the non-medical support staff and includes insurance company as well as hospital and clinical staff.
2. The Certified Professional Coder data is from Robert Half.
3. The RN data is from NursingProgress.com and is Minnesota specific.
4. The advanced practice nurse data is from the AspireMN 2022 salary survey. Often called “Psychiatric Nurses” with the requirement being two years of experience as an RN with a bachelor’s degree and 2,000 hours of supervised clinical practice.
5. The mental health practitioner and professional data is from the AspireMN 2022 salary survey. Both require master’s degrees with professionals having to undertake 2,000 hours of supervised clinical practice and passing a national examination.
6. The physician data is from Healthgrads.com 2023.

## Narrative for the Rates, Wages and Inflation Chart

This chart shows how three key things have changed over time from 2006 to 2024:

1. **CTSS Reimbursement Rates (Blue Line):** This is the money agencies are paid for providing therapy services under CTSS. You can see that these rates have gone up a little, but the increase has been slow and hasn't kept up with other costs.
2. **Mental Health Professional Wages (Green Line):** This shows how much therapists and mental health workers are being paid. Wages have gone up more quickly than reimbursement rates, which makes it hard for agencies to afford raises.
3. **CPI - Inflation (Red Line):** This measures how the cost of living has changed over time. Things like food, gas, and housing have gotten more expensive, and this line shows how much more we need to earn to keep up.

## What Is Indexing?

When we compare different numbers, like reimbursement rates, wages, and inflation (CPI), they often have very different starting points and scales.

For example:

- CTSS reimbursement rates might start at \$60.
- Therapist wages could start at \$25/hour.
- CPI might start at 100 (a percentage).

To make it easier to compare, we use indexing. Here's how it works:

1. Choose a Starting Point:

- We pick a baseline year (in this case, 2006) and set it to 100 for all the data sets. This makes everything start at the same point.

2. Calculate Percent Changes Over Time:

- For each year, we look at how much the value has increased or decreased compared to the starting year.

- For example:

- If CTSS reimbursement rates went from \$60 in 2006 to \$78 in 2014, that's a 30% increase. Indexed, it would be 130 (100 + 30%).

3. Apply the Same Formula to All Data Sets:

- By doing this for CTSS rates, wages, and CPI, we can compare their growth or decline relative to each other. It shows how fast or slow each is changing over time.

## Why Use Indexing?

Indexing allows us to compare different types of data on one chart, even if their original numbers are very different. It answers questions like:

- Are wages increasing faster than reimbursement rates?
- Is inflation growing faster than the money we're paid for services?