

Contract Implementation for
Dental Hygienist for
HealthSource of Ohio

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Local Market Comparison

- Survey of 15 Hygienists in three local counties revealed:
 - Average years with employer: 10.5
 - Average hourly salary: \$27.94
 - 2/3 had Medical/Dental Insurance
 - Similar Vacation/CME benefits
- Local CHC range for dental hygienist is \$25.50 to \$37.00/hour plus incentive with similar benefits to HSO
- HealthSource of Ohio average is \$21.83 per hour plus incentive with a maximum in the incentive of \$2000 every 6 months based on production/charges

Dental Hygienist

- Clinical provider staff

Proposal includes:

- Contract Employee
- Grade Level change
- Vacation Benefit
- CME Benefits
- Request for Privileges
- Professional Dues
- Incentive Plan
- Benefits of Proposal
- Cost of Proposal

Contract Employee

- Offer contracts to the existing dental hygienist's
- Differential based on years of experience for existing and new employee's
\$0.25/FTE/year
 - Example: If 5 years experience and 1.0 FTE, then $\$0.25 \times 2080 \text{ hr} \times 5 \text{ yr} = \2600.00
- Create an application for dental hygienist for future employment

Grade Level

- Currently the dental hygienist are under Professional Support Services
- Recommend change the dental hygienist to the Midlevel Practitioner

Vacation Benefit

- Increase from 2 weeks to 3 weeks of vacation during first 5 years of employment, then increase to 4 weeks of vacation per year

CME Benefits

- Allow CME benefits to be used bi-annually

Request for Privileges

- Credentialing the dental hygienists

Professional Dues

- Allot money for the dental hygienist to join a professional organization
- Recommend \$250.00 per year/hygienist

Incentive Plan

- Replace existing Incentive Plan
- Based on FQHC adjusted Productivity
- Linked to Center Ratio
- QA productivity goal
- D0150 and D0120 adjustment addendum in Dentist Contract

Charges to Incentive Bonus Table

Charges (in dollars)	Incentive Bonus if Center Ratio NOT met (in dollars)	Incentive Bonus if Center (in dollars)
46697	100	300
47697	200	600
49297	300	900
50597	400	1200
51897	500	1500
53197	600	1800
54497	700	2100
55797	800	2400
57097	900	2700
58397	1000	3000
59697	1100	3300
60997	1200	3600
62297	1300	3900
63597	1400	4200
64897	1500	4500
66197	1600	4800
67497	1700	5100
68797	1800	5400
70097	1900	5700
71397	2000	6000

QA Productivity Goal

- Base salary adjustment based QA goals and productivity goals
- Annual maximum of \$1500.00
 - 50% based on QA scores
 - 50% based on productivity

Addendum to Dentist Contract

- Addendum to Dentist Contract
 - Indirect FFS/PPS service credits will be divided 50% to the DDS and 50% to the hygienist
 - Example: Complete Oral Examination (D0150) and Periodic Oral Examination (D0120) charges that were credited to the DDS were \$72,825.00 in 2006

Benefits of Proposal

- If only 2 weeks notice of employment termination by hygienist would cause on average loss of productivity of \$2,636.80/week
 - Average daily charge of current employee is \$527.36
 - Weekly loss = \$2,636.80 per week plus unknown revenue for undiagnosed dental treatment goes unscheduled that would be diagnosed at Recall/Recare appointments

Cost of Proposal

- Increase of average hourly salary of \$3.06 (\$17,821.44)
- Professional dues of \$250.00 (\$750.00)
- Salary differential for current employees (\$7,800)

Savings of Proposal

- DDS incentive (\$12,380.25 for 2006)
- Unknown annual raise (Announced in spring normally, if 3% then \$3,792.30)

Cost vs. Savings

COST: \$26,371.44

SAVINGS: \$16,172.55

DIFFERENCE: \$10,198.89

- Does NOT included production lost if we would lose a hygienist and not be able to replace at an average loss of **\$2,636.80 *per week*** for hygienist production only.

QUESTIONS