

REPORT TO THE LEGISLATURE

Staffing Levels Compared to Allotments

ESSB 5187, Section 202, subsection 10(b)

December 1, 2023

Behavioral Health Administration
PO Box 45010
Olympia, WA 98504
<https://www.dshs.wa.gov/bha>

EXECUTIVE SUMMARY.....3

STAFFING MODEL SPENDING LEVELS4

OVERTIME USAGE WSH and ESH.....7

LOCUM USAGE WSH and ESH.....8

****Attachments****

- Attachment 1: Eastern State Hospital Financial Report
- Attachment 2: Western State Hospital Financial Report
- Attachment 3: Locum Usage Financial Report

EXECUTIVE SUMMARY

Pursuant to ESHB 5187, Section 202, subsection (10)(b):

By December 1, 2023, and December 1, 2024, the department must submit reports to the office of financial management and the appropriate committees of the legislature that provide a comparison of monthly spending, staffing levels, overtime, and use of locums for the prior year compared to allotments and to the recommended state hospital staffing model. The format for these reports must be developed in consultation with staff from the office of financial management and the appropriate committees of the legislature. The reports must include a summary of the results of the evaluation of the interrater reliability in use of the staffing acuity tool and an update from the hospital staffing committees.

FY2023 Expenditures by Staffing Model Category

An overall summary of Fiscal Year (FY) 2023 spending by staffing model categories for both Eastern State Hospital (ESH) and Western State Hospital (WSH) is reflected in the tables below. Attachment 1 & 2 include a breakdown of monthly spending by organization index/ward where applicable and staffing model category. BHA continues to refine and establish budget information by functional category and plans to have budget information by category completed for the FY2024 report.

Eastern State Hospital

Category	FY2023 Spend
Administration	\$ 4,560,338
Dental	\$ 363,286
Direct Care	\$ 95,440,111
Facilities	\$ 2,015,312
Financial Services	\$ 3,398,135
Food Service	\$ 5,539,299
Housekeeping	\$ 3,307,497
Human Resources	\$ 2,242,843
Laundry	\$ 73,300
Legal Services	\$ 684,950
Medical	\$ 3,167,754
Non-Direct Care	\$ 6,629,556
Patient Services	\$ 928,672
Pharmacy	\$ 6,030,720
Psychiatry	\$ 11,020,006
Psychology	\$ 1,819,608
Quality Management	\$ 4,984,105
Rehabilitation	\$ 6,034,064
Security	\$ 4,517,671
Social Work	\$ 4,205,804
Warehouse	\$ 309,375
Grand Total	\$ 167,272,405

Western State Hospital

Category	FY2023 Spend
Administration	\$ 5,414,429
Dental	\$ 959,055
Direct Care	\$ 105,555,309
Facilities	\$ 6,111,744
Financial Services	\$ 4,495,819
Food Service	\$ 12,160,099
Housekeeping	\$ 7,141,543
Human Resources	\$ 4,602,670
Laundry	\$ 104,408
Legal Services	\$ 2,016,406
Medical	\$ 19,509,802
Non-Direct Care	\$ 45,671,224
Patient Services	\$ 4,136,602
Pharmacy	\$ 11,269,592
Psychiatry	\$ 10,656,883
Psychology	\$ 8,354,921
Quality Management	\$ 10,427,932
Rehabilitation	\$ 23,370,850
Security	\$ 22,646,274
Social Work	\$ 9,002,504
Warehouse	\$ 947,277
Grand Total	\$ 314,555,344

FY2023 FTE Expenditures by Staffing Model Category

An overall summary of FY2023 FTE spend by staffing model categories for both ESH and WSH is reflected in the tables below. Attachment 1 and 2 include a breakdown of monthly spending by organization index/ward where applicable and staffing model category. The FTEs in the Staffing Model do not represent the funded level for either state hospital.

Eastern State Hospital

Category	Staffing Model ❶	Actuals	Variance
Administration	15.0	10.2	4.9
Dental	3.0	2.5	0.5
Direct Care ❸	557.6	307.0	250.6
Facilities	1.0	-	1.0
Financial Services	9.0	15.5	(6.5)
Food Service	57.5	57.1	0.4
Housekeeping	51.0	45.8	5.2
Human Resources	16.0	13.4	2.6
Laundry	1.0	1.0	-
Legal Services	11.0	6.4	4.6
Medical ❷	32.4	12.6	19.8
Non-Direct Care ❸	106.5	39.3	67.2
Patient Services	8.0	4.2	3.8
Pharmacy	15.0	14.8	0.2
Psychiatry ❷	24.0	29.8	(5.8)
Psychology ❷	39.8	10.3	29.5
Quality Management	43.0	34.3	8.7
Rehabilitation	96.1	55.9	40.2
Security	52.0	46.3	5.7
Social Work	34.0	30.3	3.7
Warehouse	1.0	2.3	(1.3)
Grand Total	1,173.9	738.8	435.1

- ❶ Staffing Model FTE's do not represent the funded level of Eastern State Hospital
- ❷ Variances are due to the chart of accounts coding structure for positions that are coded to one program index that should be reflected in their own structure for Psychiatry, Psychology and Medical. Of the variance in Psychiatry 3.9 FTE's should be in Medical and 2.0 FTE's should be in Psychology.
- ❸ Variances are mainly due to vacancies in both direct and non-direct care

Western State Hospital

Category	Staffing Model ①	Actuals	Variance
Administration ④⑦	9.0	22.2	(13.2)
Dental	7.0	6.5	0.5
Direct Care ⑤	1,143.6	920.5	223.1
Facilities ④	1.6	8.5	(6.9)
Financial Services	11.0	7.0	4.0
Food Service	146.5	110.3	36.2
Housekeeping	122.6	91.0	31.6
Human Resources	36.7	31.8	4.9
Laundry	-	-	-
Legal Services ②④	5.6	20.0	(14.4)
Medical ⑤	42.0	56.3	(14.2)
Non-Direct Care ⑤	289.7	226.4	63.3
Patient Services	22.0	18.7	3.3
Pharmacy	40.0	36.6	3.4
Psychiatry	63.4	30.8	32.7
Psychology	107.4	53.8	53.6
Quality Management ⑥	49.0	55.8	(6.8)
Rehabilitation	240.4	216.6	23.8
Security ④	98.1	213.5	(115.4)
Social Work	81.2	69.7	11.5
Warehouse	12.0	4.2	7.8
	2,528.9	2,200.0	328.9

- ① Staffing Model FTE's do not represent the funded level of Western State Hospital
- ② Variance is due to the Staffing Model not recognizing Public Disclosure as a need
- ③ Variances are mainly due to vacancies in both direct and non-direct care
- ④ No reduction was taken as a result of the ward closures
- ⑤ Physicians are not represented in the Staffing Model causing the large variance.
- ⑥ The staffing model calls for 19 Information Technology Staff, WSH has 41
- ⑦ Variance is due to Term leave being charged to Category 8000 for all staff in one PI

Overtime Usage

An overall summary of FY2023 overtime FTE actual expenditures by staffing model categories for both ESH and WSH is reflected in the tables below. Attachment 1 and 2 include a breakdown of monthly spending by organization index/ward where applicable and staffing model category.

Eastern State Hospital Overtime FTE's

Category	Overtime Actuals
Administration	0.1
Dental	-
Direct Care	30.2
Facilities	-
Financial Services	-
Food Service	1.6
Housekeeping	0.6
Human Resources	-
Laundry	-
Legal Services	-
Medical	0.0
Non-Direct Care	0.5
Patient Services	0.0
Pharmacy	0.2
Psychiatry	0.2
Psychology	-
Quality Management	0.3
Rehabilitation	0.3
Security	2.9
Social Work	-
Warehouse	0.2
Grand Total	37.0

Western State Hospital Overtime FTE's

Category	Overtime Actuals
Administration	0.1
Dental	-
Direct Care	194.8
Facilities	0.1
Financial Services	-
Food Service	10.9
Housekeeping	1.3
Human Resources	0.9
Laundry	0.0
Legal Services	1.9
Medical	-
Non-Direct Care	15.6
Patient Services	0.1
Pharmacy	0.1
Psychiatry	0.2
Psychology	-
Quality Management	0.3
Rehabilitation	29.0
Security	40.0
Social Work	0.1
Warehouse	-
	295.3

Contractor Usage

An overall summary of FY2023 contract usage actuals and FTEs by staffing model categories for both ESH and WSH is reflected in the tables below. Attachment 3 includes a breakdown of monthly spending by contractor type.

Eastern State Hospital Contractor Usage

Category	FTE's	Expenditures
Direct Care	203.8	\$ 59,248,896
Psychiatry	3.1	\$ 709,572
	206.9	\$ 59,958,468

Western State Hospital Contractor Usage

Category	FTE's	Expenditures
Direct Care	32.0	\$ 10,023,660
Psychiatry/Physicians	5.8	\$ 2,836,881
	37.8	\$ 12,860,542