

UNIVERSITY OF
WASHINGTON



NORTHWEST CENTER TO REDUCE
ORAL HEALTH DISPARITIES



How do changes in budgeting,
compensation, and pay for
performance support the delivery
system improvements?

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Company Mission Statement



To provide dental leadership,
service and access to care in our
communities in a sustainable,
entrepreneurial and
professional manner.



Core Concepts



Budgeting

Global Budgeting

Compensation

Capitation or Discounted Fee for Service for PCPs
Staff model salary for clinics and community teams

Pay for Performance

Pay for performance based on disparities metrics for whole team



What is Global Budgeting?

- Medicaid pays the company to administer the program and provide services for thousands of clients.
- Medicaid rate varies by age of client and which program they are in.
- Company creates a global budget based on its mission statement and goals



Global Budgeting

Oregon Health Authority

16 CCOs

Dental Care
Organization
Advantage Dental

Primary Care Dental (PCDs) (55%)

Staff Model Clinics (45%)

Administration 10%

Administration 10%

Specialists 14%
Discounted FFS
12%
Withhold 2%

PCDs 69%
Direct Pay 61%
Withhold 10%

Clinics 83%
Primary Care 69%
Withhold 10%
(Bonus 5%, build-out 5%)

Profit 5%



Compensation



- Shareholder PCPs invested in the company.
- PCPs own and operate their practices.
- PCPs receive capitated payments with benchmarks for performance (utilization not production).
- PCPs who are shareholders receive distributions of profits of the overall company. Shares can be sold.
- Specialists are paid discounted fee for service
- Clinic dentists are paid a salary plus bonuses for utilization not production



Advantage Dental Services, LLC

Withhold

PREDICT Incentive

Eligible to all
OHP network
providers

Clinical
community team

Centralized
administration
team

Dental Home

DHS Dental
Assessment
within 30
days

Sealants on
molars of 6-
9 & 10-14

Incentive based on
Intervention county
assigned

Incentive Based on
performance of **ALL** 7
intervention counties

Incentive based on
individual provider
performance within the
Intervention County

Regional
Manager
Community
Liaison

Expanded
Practice
Permit Dental
Hygienist

Case
Management

All other
Administrative
employees not
called out in
other two
groups

Primary Care
Dentist

Advantage
Dental Clinics



Compensation—Pay for Performance



Metric	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
Target	20%	30%	40%	50%	60%	70%	75%	80%
Actual								
1. Provide at least one dental service annually								
Deschutes	15.48%							
Douglas	18.46%							
Jackson\Josephine	11.02%							
Klamath	13.91%							
Morrow	15.59%							
Wasco	27.28%							



Compensation—Pay for Performance



3. Provide dentist care to continuously enrolled screened high risk children with early (ASTDD 1B) or urgent dental care needs (ASTDD 2) within 60 days.	20%	30%	40%	50%	60%	70%	75%	80%
Deschutes	29.59%							
Douglas	52.98%							
Jackson\Josephine	0.00%							
Klamath	23.53%							
Morrow	3.77%							
Wasco	53.10%							



Compensation—Pay for Performance



2. Provide topical fluoride treatment twice yearly to all continuously enrolled and screened moderate risk children (ASTDD code 0, CDT D0602).	0%	0%	0%	0%	50%	60%	70%	80%
Deschutes	NA	NA	NA	NA				
Douglas	NA	NA	NA	NA				
Jackson\Josephine	NA	NA	NA	NA				
Klamath	NA	NA	NA	NA				
Morrow	NA	NA	NA	NA				
Wasco	NA	NA	NA	NA				



Thank you

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