

CCH Monthly Report



Item #: 24-0400

December/ 2023



COOK COUNTY
HEALTH

Administrative & Legislative Updates



COOK COUNTY
HEALTH

Administrative & Legislative Updates

CEO Transition

- In early November Israel Rocha announced he would be leaving CCH for a new position with Kaiser Permanente. His last day as Cook County Health CEO was Friday, December 1, 2023.
- At a Special Board Meeting, the Cook County Health Board voted to appoint Dr. Erik Mikaitis, CCH Chief Quality Officer, to serve as Interim CEO. The Cook County Board approved Dr. Mikaitis' appointment at their meeting on November 16, 2023.
- Dr. Mikaitis assumed the role of Interim CEO on December 2, 2023.
- The Cook County Health Board has commenced a nationwide search for a permanent CEO.

There are no further Administrative & Legislative Updates for this report in that the CCH Board does not meet in November. Administrative & Legislative Updates will be included in the CCH Monthly Report for January.

Finance Metrics



Presented to the Cook County Health Finance Committee on 11/9/23



COOK COUNTY
HEALTH

Executive Summary: Statement of Financial Condition – September 30, 2023

- On an accrual basis, interim financials show that CCH ended September with a **\$424.7M favorable** variance to budget. On a cash basis, the County’s preliminary cash report on revenues and expenses shows a **\$323.6M favorable** variance primarily due to the timing difference of CountyCare PMPM payments impacting the revenue and claims payments impacting expenses.

- Revenue Commentary:
 - **Favorable** NPSR variance to Budget due to higher than budgeted IP volumes, higher than budgeted Directed Payments, receipt of prior year cost report settlement and Medicaid retroactive rate increase
 - **Favorable** capitation variance to Budget due to higher than budgeted CountyCare membership
- Expenditures:
 - CountyCare claims **unfavorable** variance to budget due to higher than budgeted membership
- CountyCare:
 - CountyCare **\$38.5M unfavorable** variance to budget due to true up of reserve for Incurred But Not Received (IBNR) claims
 - Membership remains over 450,000, which is significantly greater than budgeted

Financial Results – September 30, 2023

Dollars in 000s	FY2023 Actual	FY2023 Budget	Variance	%	FY2022 Actual (3)
Revenue					
Net Patient Service Revenue (1)	\$957,230	\$592,088	\$365,142	61.67%	\$674,382
Government Support (2)	\$331,466	\$215,601	\$115,866	53.74%	\$331,316
Adjusted NPSR	\$1,288,696	\$807,688	\$481,008	59.55%	\$1,005,698
CountyCare Capitation Revenue	\$2,581,529	\$2,139,092	\$442,437	20.68%	\$2,186,373
Other	\$5,488	\$16,399	(\$10,911)	-66.54%	\$12,530
Total Revenue	\$3,875,713	\$2,963,179	\$912,534	30.80%	\$3,204,600
Operating Expenses					
Salaries & Benefits	\$594,507	\$583,316	(\$11,192)	-1.92%	\$564,255
Overtime	\$41,666	\$53,722	\$12,057	22.44%	\$38,788
Supplies & Pharmaceuticals	\$138,082	\$150,473	\$12,391	8.23%	\$132,742
Purchased Services & Other	\$505,276	\$483,783	(\$21,493)	-4.44%	\$491,502
Medical Claims Expense (1)	\$2,405,312	\$1,935,212	(\$470,100)	-24.29%	\$1,956,268
Insurance	\$13,607	\$31,599	\$17,993	56.94%	\$24,401
Utilities	\$10,801	\$10,112	(\$688)	-6.81%	\$10,535
Total Operating Expenses	\$3,709,250	\$3,248,217	(\$461,033)	-14.19%	\$3,218,491
Operating Margin	\$166,463	(\$285,037)	\$451,501	158.40%	(\$13,891)
Non-Operating Revenue	\$120,381	\$147,217	(\$26,836)	-18.23%	\$113,867
Net Income (Loss)	\$286,845	(\$137,820)	\$424,664	308.13%	\$99,976

Notes:

- (1) CountyCare Elimination represents the elimination of intercompany activity – Patient Service Revenue and Medical Claims Expense for CountyCare patients receiving care at Cook County Health.
- (2) Government Support includes DSH, BIPA, & Graduate Medical Education payments.
- (3) Does not reflect Pension, OPEB, Depreciation/Amortization, or Investment Income.

Source: CCH unaudited financial statements and FY23 budget.

Cook County Health

Volumes: September, 2023

Key Revenue Indicators

Patient Activity Stroger	2023 YTD Actual	2023 YTD Budget	%	2022 YTD Actual	2021 YTD Actual		Sep 2023 Actual	Sep 2022 Actual
Average Daily Census *	303	267	13.3%	274	263		301	283
Emergency Room Visits	70,515	79,128	-10.9%	65,653	65,363		7,458	6,779
Surgeries	9,613	9,525	0.9%	9,478	9,384		876	926

Patient Activity Provident	2023 YTD Actual	2023 YTD Budget	%	2022 YTD Actual	2021 YTD Actual		Sep 2023 Actual	Sep 2022 Actual
Average Daily Census *	20	26	-24.6%	11	7		22	12
Emergency Room Visits	21,950	29,994	-26.8%	18,100	16,784		1,995	1,943
Surgeries	2,933	2,705	8.4%	2,484	2,480		237	295

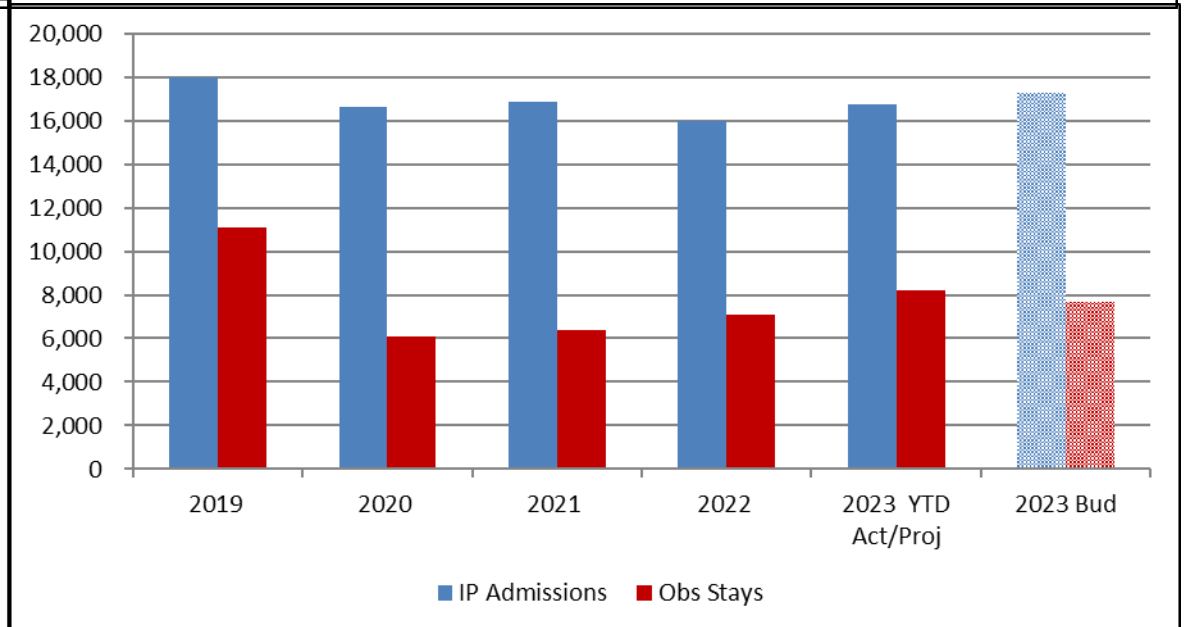
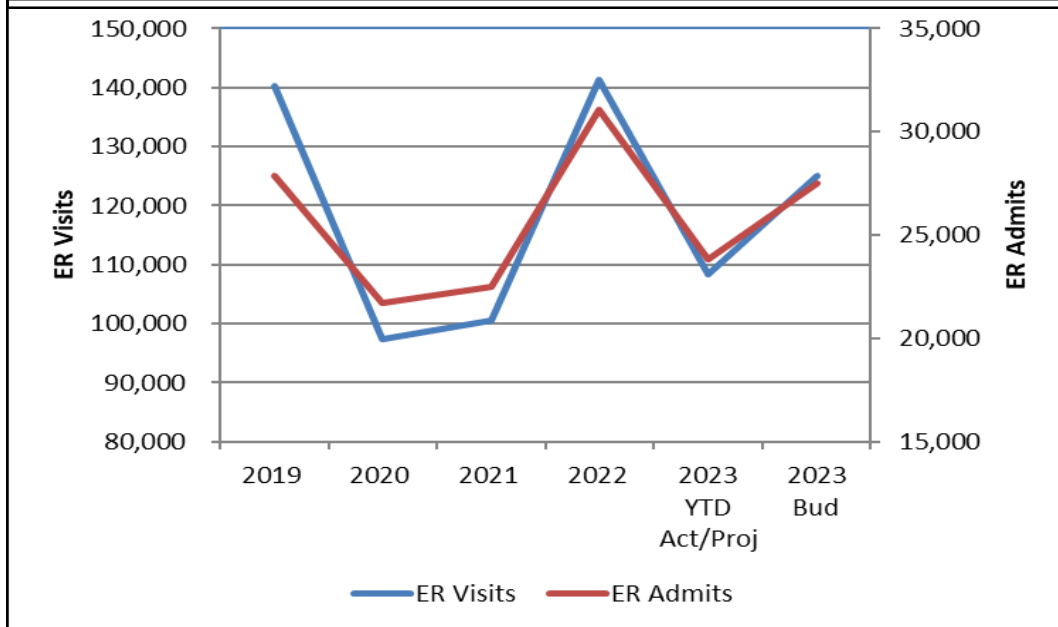
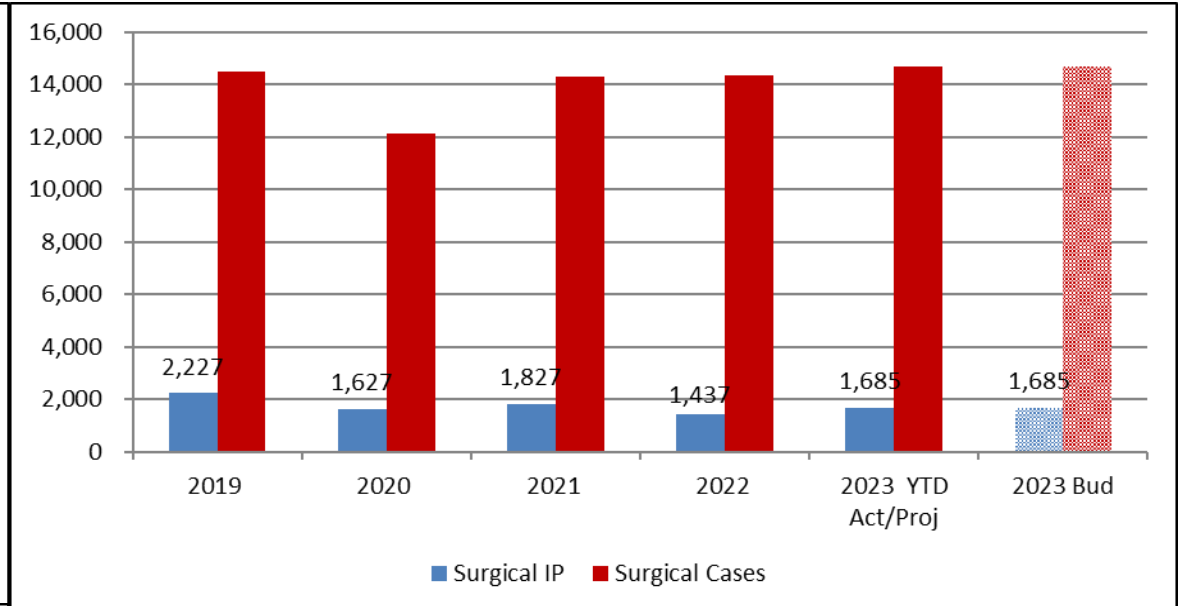
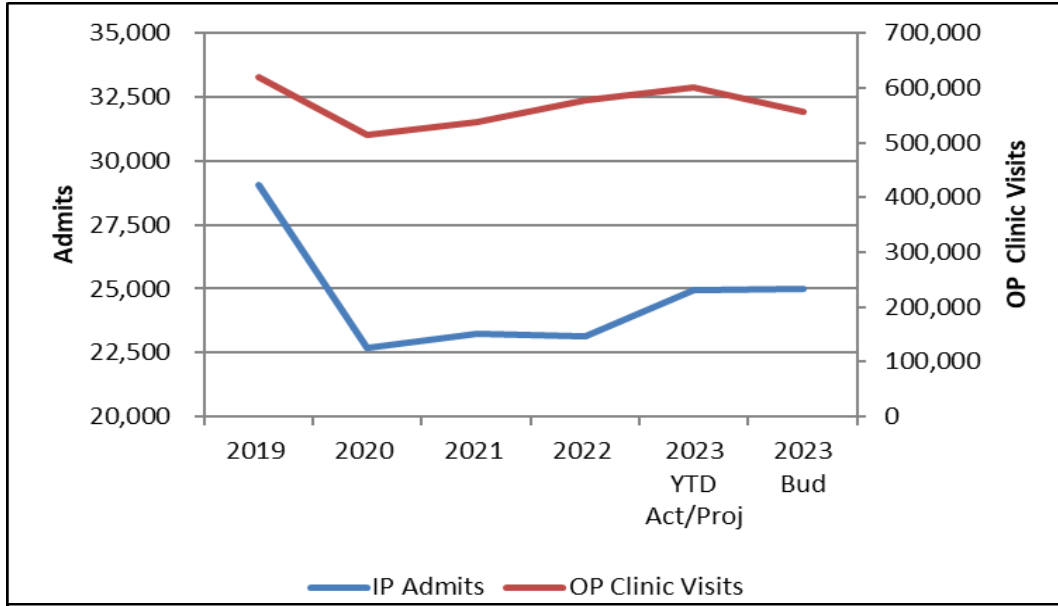
Patient Activity ACHN	2023 YTD Actual	2023 YTD Budget	%	2022 YTD Actual	2021 YTD Actual		Sep 2023 Actual	Sep 2022 Actual
Primary Care Visits	195,750	234,579	-16.6%	180,891	189,208		17,135	19,005
Specialty Care Visits	313,506	228,208	37.4%	304,785	288,743		29,959	31,396

CountyCare Membership	2023 YTD Actual	2023 YTD Budget	%	2022 YTD Actual	2021 YTD Actual		Sep 2023 Actual	Sep 2022 Actual
Membership Count	452,493	395,738	14.3%	433,586	395,680		450,382	432,981

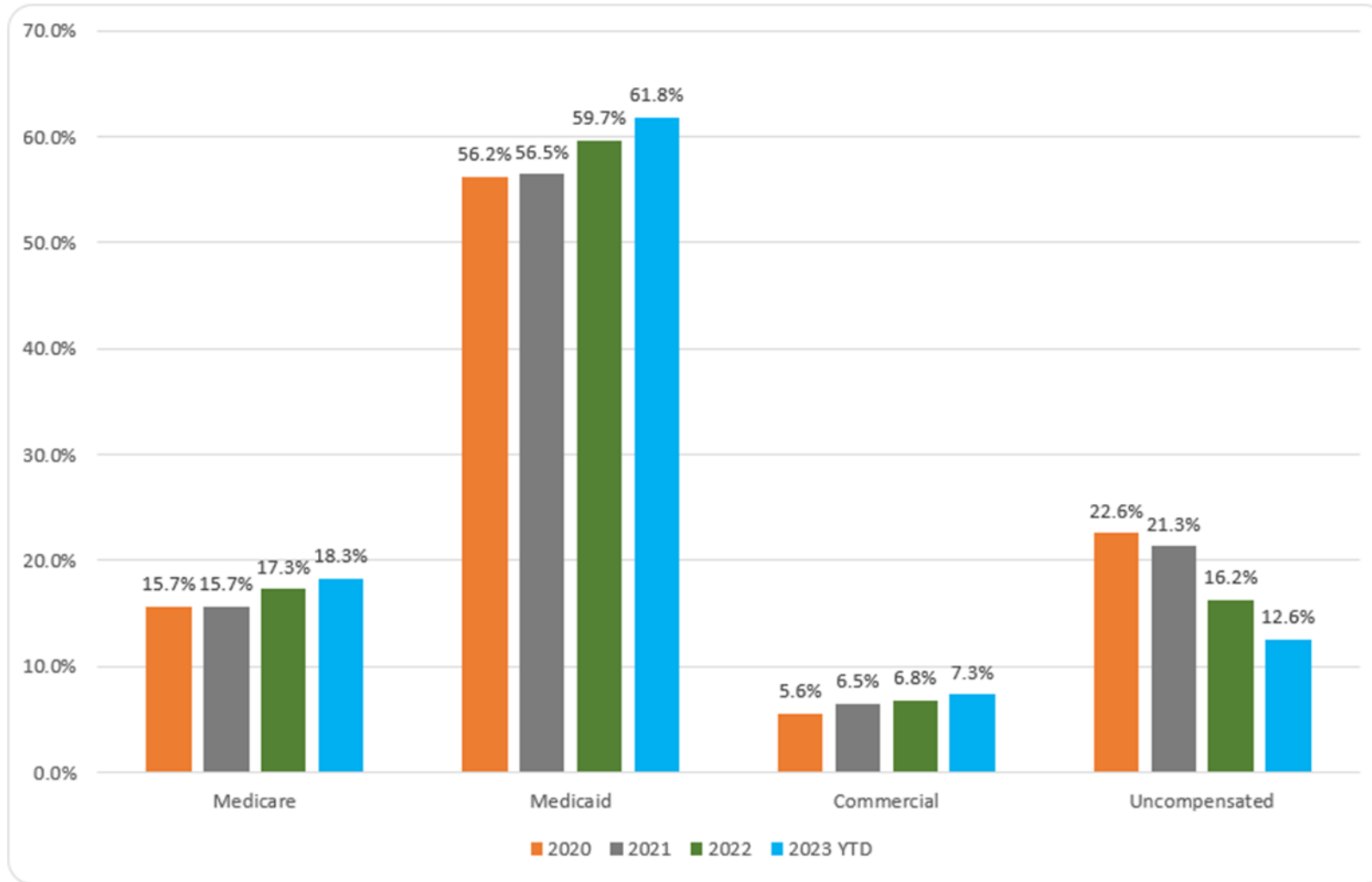


Cook County Health

Operating Trends



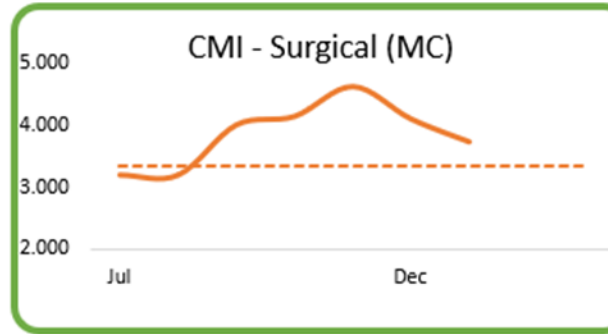
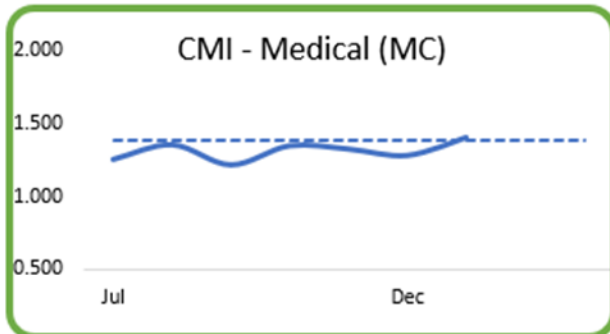
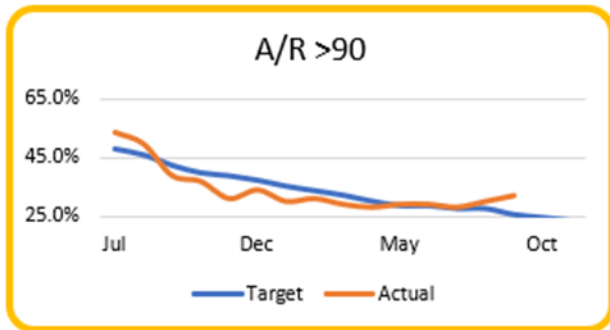
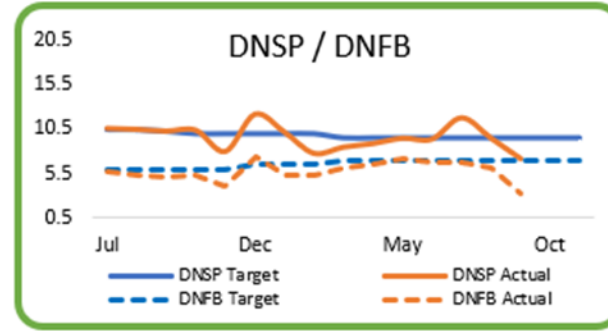
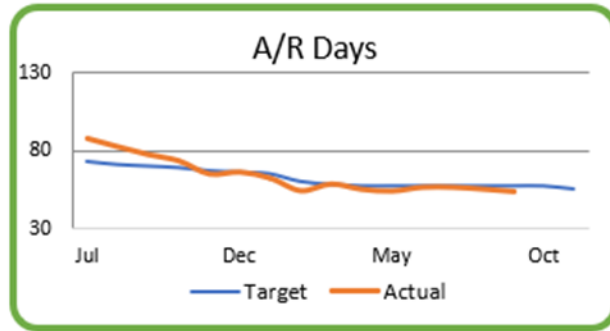
YTD Payer Mix – YoY Comparison



Commentary

- Payer coverage continues to increase year over year while uncompensated decreases.
- Aug-Sep Change:
 - Medicare: +0.1%
 - Medicaid: -0.3%
 - Commercial: -0.0%
 - Uncompensated: +0.2%
- Jul-Aug Change:
 - Medicare: -0.2%
 - Medicaid: -0.3%
 - Commercial: -0.1%
 - Uncompensated: +0.6%
- Jun-Jul Change:
 - Medicare: 0.0%
 - Medicaid: +0.7%
 - Commercial: +0.3%
 - Uncompensated: -1.0%

Revenue Cycle KPI Trending



Commentary:

Performance metrics are on target with the exception of AR > 90. This metric is off target this month related to delays in Medicaid payments due to a Medicaid system claims processing issue. This is in process of being resolved with the State.

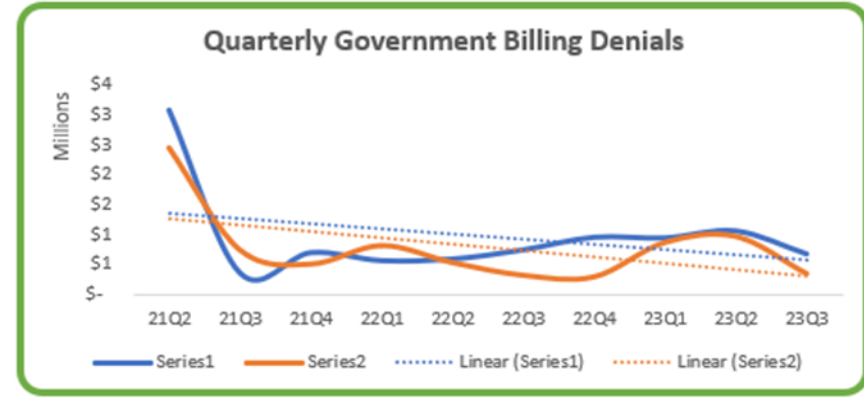
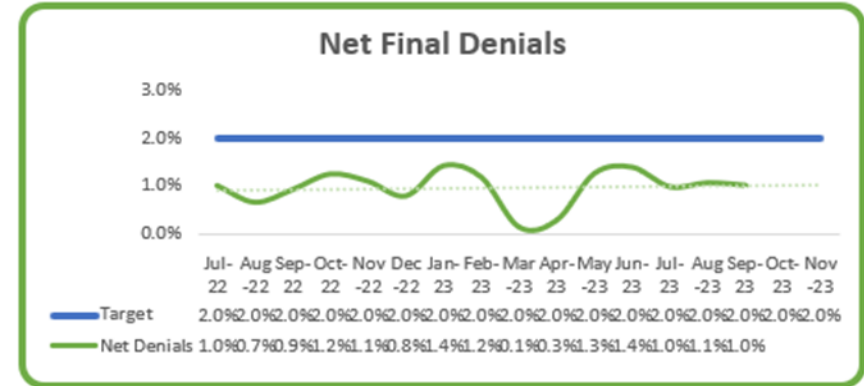
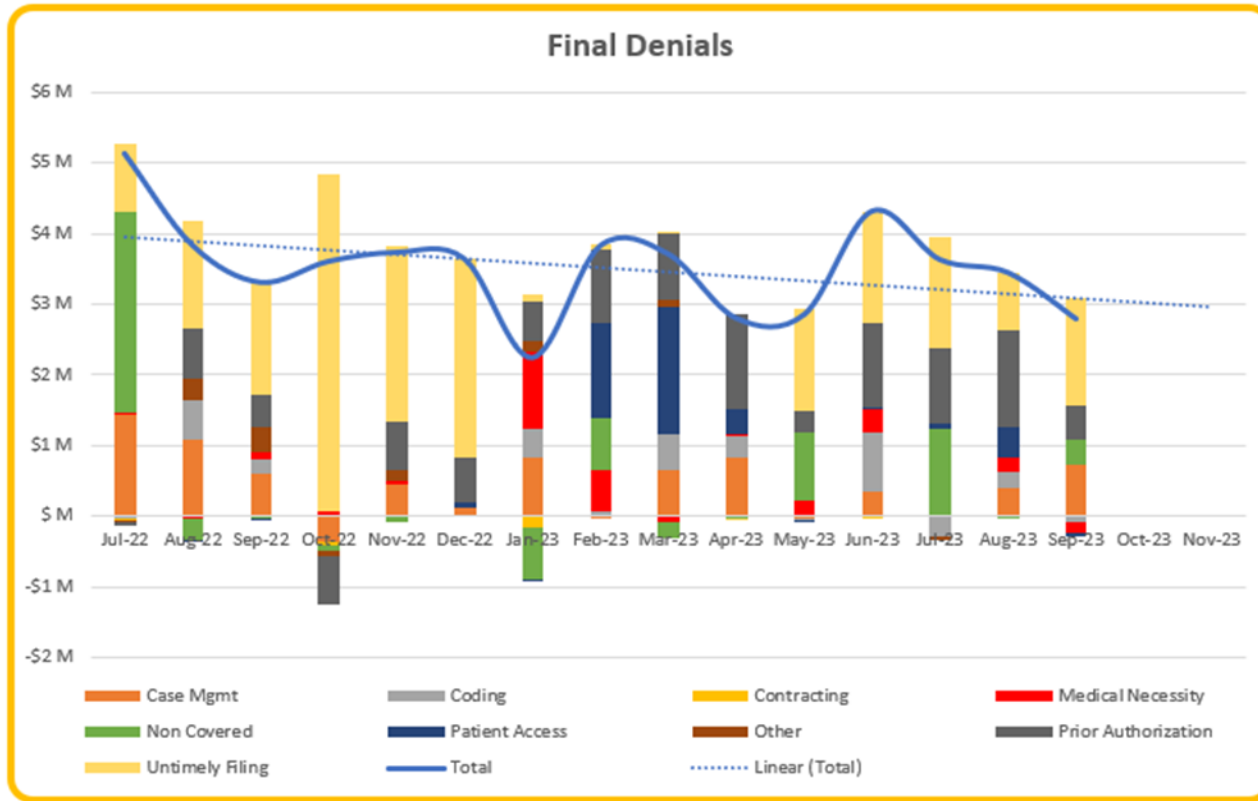
Definitions:

DNSP: Discharged Not Submitted to Payer - Gross dollars from initial 837 claims held by edits in claims processing tool that have not been sent to payer.

DNFB: Discharged Not Final Billed - Gross dollars in A/R for all patient accounts (inpatient and outpatient accounts) discharged but not yet final billed for the reporting month. Refers to accounts in suspense (within bill hold days) and pending final billed status in the patient accounting system.

CMI: Case Mix Index - Represents the average diagnosis-related group (DRG) relative weight for that hospital. It is calculated by summing the DRG weights for all Medicare discharges and dividing by the number of discharges.

Denial Focus & Trending



Commentary

- Net final denials are hitting targets and final denials are aligned to corrective action plans.
- Continued improvement on reducing government denials.

Cook County Health

2023 Charitable & Public Program Expenditures

Budget/Projection (\$000s)










	2021 Actual Net Benefit	2022 Actual Net Benefit	2023 Budget Net Benefit	2023 Act/Proj Net Benefit
<u>Charitable Benefits and Community Programs</u>				
Traditional Charity Care	\$ 162,626	\$ 122,499	\$ 120,232	\$ 103,560
Other Uncompensated Care	100,894	108,284	91,800	141,647
Cermak & JTDC Health Services	104,465	90,293	101,364	100,133
Department of Public Health	16,908	12,965	21,684	15,443
Other Public Programs & Community Services	68,750	66,321	62,138	62,138
Totals	\$ 453,643	\$ 400,362	\$ 397,217	\$ 402,256
% of Revenues *	38.6%	36.9%	34.5%	37.1%
% of Costs *	27.9%	22.0%	22.3%	22.1%

* Excludes Health Plan Services



Cook County Health

Savings Initiatives: September 30, 2023

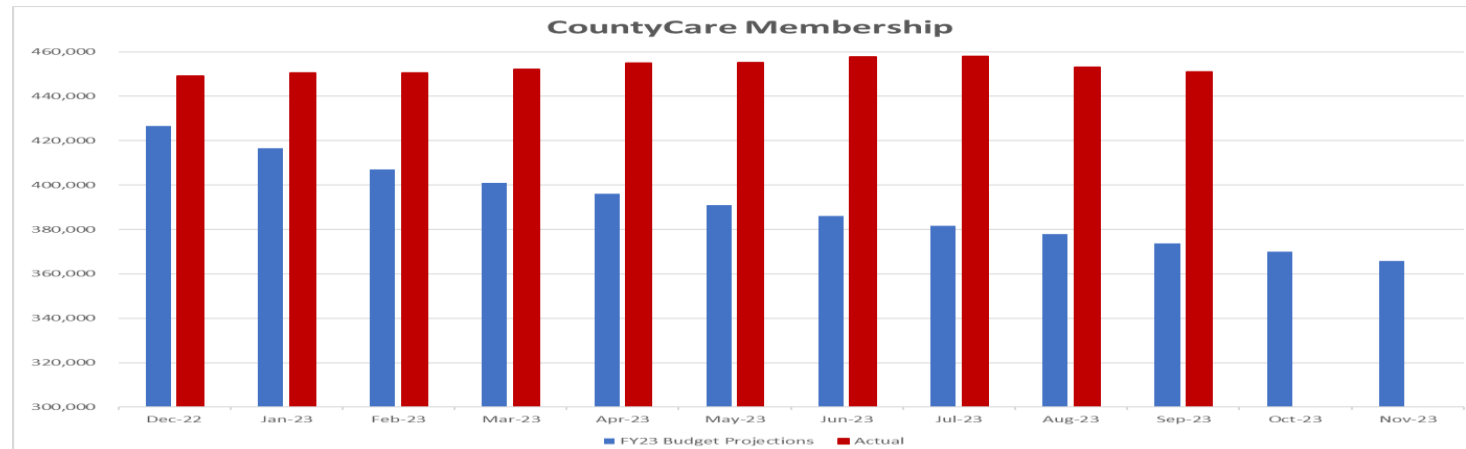
Current Activities in Progress	Budgeted FY23 Impact	YTD Achieved	Status
Revenue Cycle:			
Chargemaster Review/Changes	3,200,000	2,698,413	
Timely Filing	6,800,000	2,470,000	
Coverage Accuracy	9,000,000	8,798,630	
ACHN Coding Accuracy	5,100,000	3,068,333	
AR Recovery	3,500,000	6,350,000	
Self Pay Balance Support	1,700,000	2,100,000	
Point of Service Collections	700,000	804,338	
County Care:			
Vendor Contract Negotiations	12,500,000	8,900,000	
Health System:			
Vendor Contract Negotiations	5,000,000	4,166,667	
	<u>\$ 47,500,000</u>	<u>\$ 39,356,381</u>	83%
		Goal 10/12ths	83%

Health Plan Services Financial Results – September 30, 2023

Dollars in 000s except PMPM amounts	FY2023 Actual	FY2023 Budget	Variance	%	Fy22 Actual
Capitation Revenue	\$2,596,955	\$2,139,092	\$457,863	21.40%	\$2,356,708
Operating Expenses					
Clinical - CCH	\$99,629	\$84,081	(\$15,548)	(18.49%)	\$103,926
Clinical - External	\$2,404,533	\$1,935,212	(\$469,321)	(24.25%)	\$2,126,109
Administrative	\$130,696	\$119,224	(\$11,472)	(9.62%)	\$110,653
Total Expenses	\$2,634,858	\$2,138,517	(\$496,341)	(23.21%)	\$2,340,688
Operating Gain (Loss)	(\$37,903)	\$575	(\$38,478)		\$16,019
Activity Levels					
Member Months	4,532,648	3,957,383	575,265	14.54%	4,306,005
Monthly Membership	451,090	373,724	77,366	20.70%	433,800
CCH CountyCare Member Months	416,232	N/A	N/A	N/A	441,533
CCH % CountyCare Member Months	9.18%	N/A	N/A	N/A	10.25%
Operating Indicators					
Revenue Per Member Per Month (PMPM)	\$572.94	\$540.53	\$32.41	6.00%	\$547.31
Clinical Cost PMPM	\$552.47	\$510.26	(\$42.21)	(8.27%)	\$517.89
Medical Loss Ratio (1)	95.5%	94.4%	(1.10%)	(1.17%)	92.7%
Administrative Cost Ratio	5.0%	5.6%	0.59%	10.53%	4.6%

Commentary

- Total YTD member months are exceeding budget by 575,265 members.
- Revenue and claims expense are higher than budget due to higher than budgeted membership.
- CountyCare enrollment projected to exceed budget due to 50% auto-assignment as well as continued re-determination suspension.
- CountyCare’s reimbursement to CCH for domestic spend is exceeding budget.
- Administrative Expenses are higher than budget while the Administrative Cost Ratio(ACR) is lower than budget due to higher than budgeted membership.
- Operating Loss of \$37.9M
- Net loss is due to recent risk adjustment results from HFS that resulted in a \$40m revenue decrease.



Notes:

- (1) Medical Loss Ratio is a measure of the percentage of premium that a health plan spends on medical claims.



Human Resources Metrics



Presented to the Cook County Health Human Resources Committee on 11/17/23



COOK COUNTY
HEALTH

FY23 Impact Summary: Hiring

Filled Positions

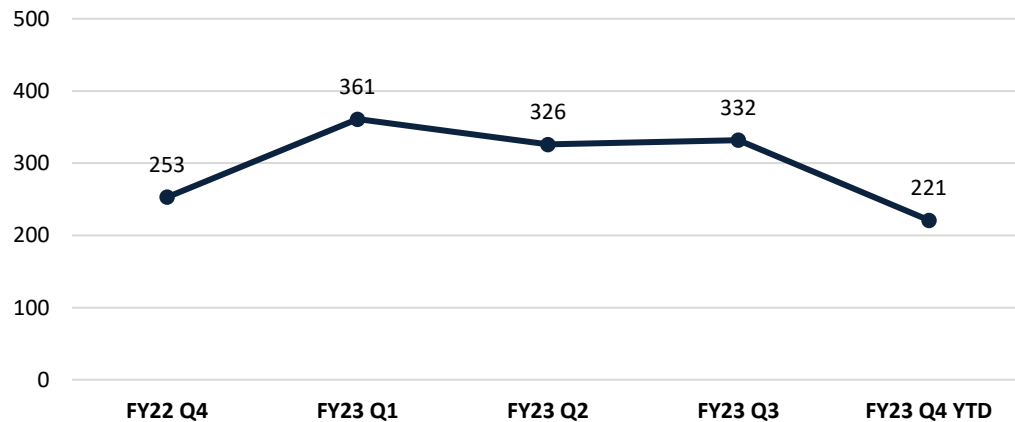
1,267 (1,722 offers)

Total Filled Positions YTD (Accepted Offers or Hired)

276 YTD Net Hires (External Hires-Total Separations)

76% Offer Acceptance Ratio (346 offers declined)

Quarterly Filled Positions



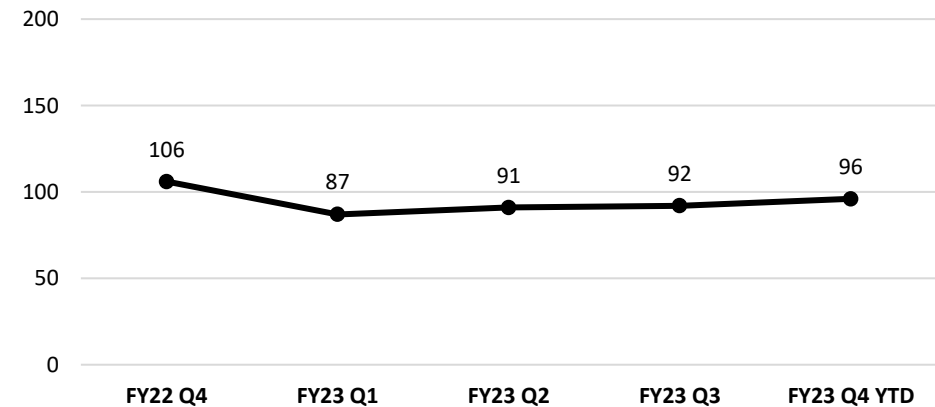
External Filled Velocity

798

Total External Filled Positions (Accepted Offers or Hired)

96 days Overall FY23 Time to Fill (goal = 90 days or less)

Overall Time to Fill (days) Quarterly

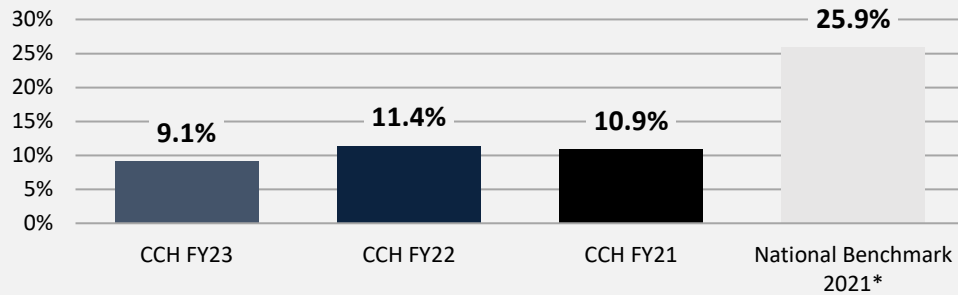


FY23 Impact Summary: Turnover & Separations

Turnover & Separations

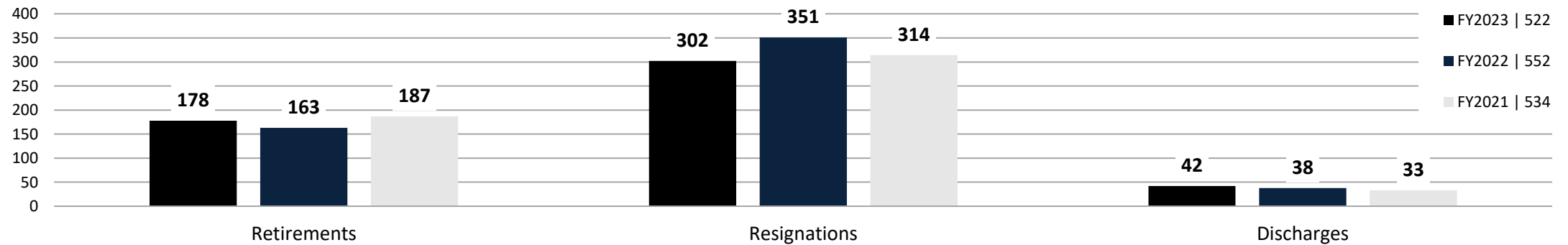
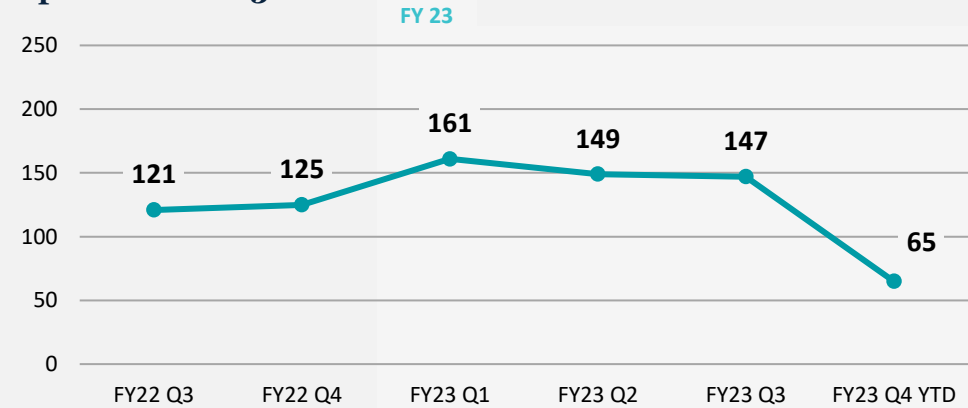
9.1% YTD turnover

Turnover Benchmark

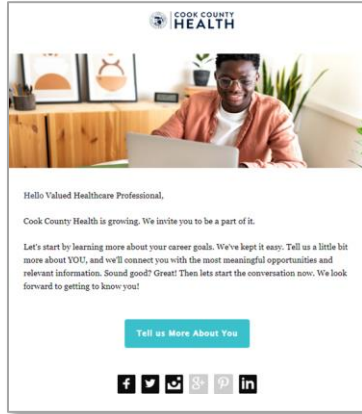


*Source: 2022 NSI National Health Care Retention & RN Staffing Report

Separations FY23 YTD



Talent Pool Email Campaign Progress



email example

Initial Round of Email Campaigns Sent to Candidates Targeting:

- Illinois
- Wisconsin
- Iowa
- Indiana

Medical Assistant: 1,529 Recipients

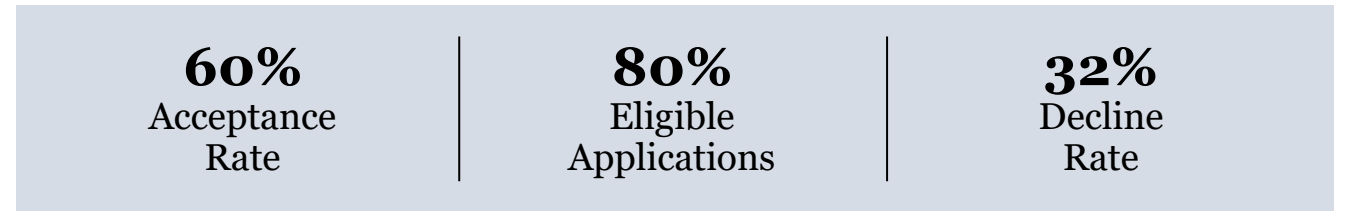
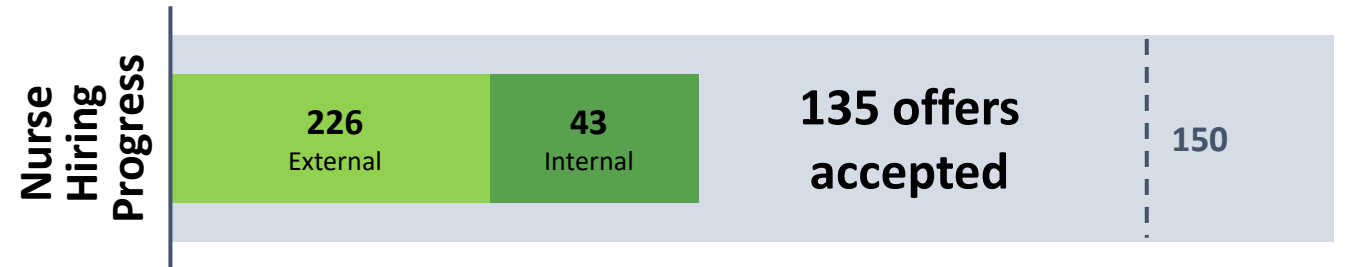
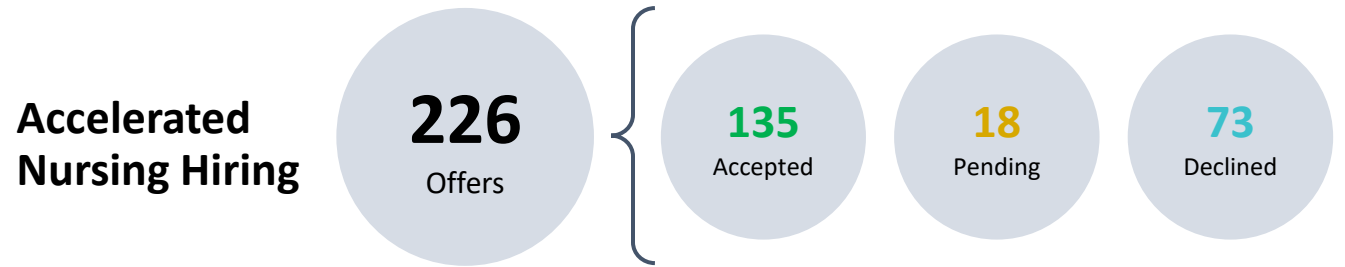
Rehab: 4,329 Recipients

Nurse: 550 Recipients

Respiratory: 1,173 Recipients

Nursing Acceleration Program Update

30-Day Pilot Overview



Cook County Health Learning Institute

A learning organization empowering people to learn, grow, drive results, and fulfil our mission with passion, purpose, and joy



Clinical & Professional Learning

Equip our healthcare professionals to deliver world-class patient care

Workplace Learning

Strengthen our employees' non-clinical competencies to foster personal growth

Leadership Development

Nurture our leaders to be effective at empowering teams and individuals

Compliance Learning

Help our employees protect against risks and upkeep our organization's integrity

Services Provided

Certification Trainings	Continued Education	Residency Programs
Fellowships	Conferences	Job-Specific, Clinical and Professional Skills Training
Onboarding	Community Programs	Job-Specific Skills Training
Competency Development	Mentorship	Workplace Relations
Manager Onboarding	Frontline Leadership Program	Manager-Level Modules
Director Peer Coaching Circles	Executive Leadership Coaching	Mentorship Training
Mapping Compliance Requirements to Offerings		Annual Compliance Trainings
Onboarding Compliance Checklists	Onboarding Compliance Trainings	



COOK COUNTY HEALTH



Cook County Health as a Learning Organization

HR's Learning Opportunities in 2022-2023

Clinical & Professional Learning

Equip our healthcare professionals to deliver world-class patient care

EMT Apprenticeship Program – March 2024
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Workplace Learning

Strengthen our employees' non-clinical competencies to foster personal growth

12-Month Foundations of Administration Program	Affiliate Onboarding Guidance and Support
Managing Workplace Relations Training	10 New Hire Office Hours (ready to launch)
Mentorship Program for Provident Scholarship Fund Recipients	C.A.R.E Internship Project Management 101
1:1 Objective Setting and Action Planning, 1:1 Development Planning, and 1:1 Check-in Conversations Training	
Orientation for New Hires, Contingent Workers, Interns, and Remote Workers	

Leadership Development

Nurture our leaders to be effective at empowering teams and individuals

Manager Orientation	12 Monthly New CCH Manager Office Hours
Peer Onboarding Mentor Guide	Leadership Competency Framework
Standard Operating Procedure Development Guide	Mentorship Guide
1:1 Objective Setting and Action Planning, 1:1 Development Planning, and 1:1 Check-in Conversations Training	

Compliance Learning

Help our employees protect against risks and preserve our organization's integrity

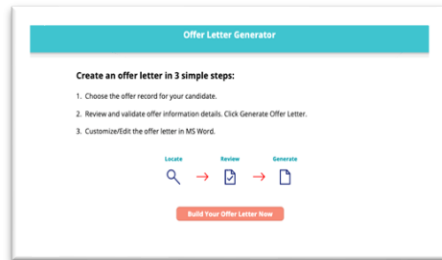
Annual Training
Onboarding Compliance Trainings

HR Technology Roadmap

Additional HR technology transformations are underway

In upcoming months, HR will continue accelerated hiring efforts with additional digital transformation initiatives enabled by cloud platforms.

Summer 2023 – Winter 2024 >>>



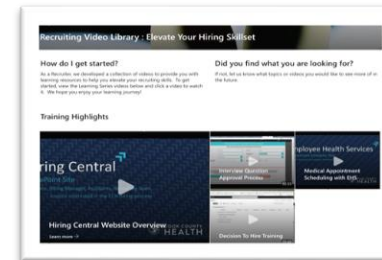
Offer Letter Generator

Scale and decrease effort of common recruiter tasks



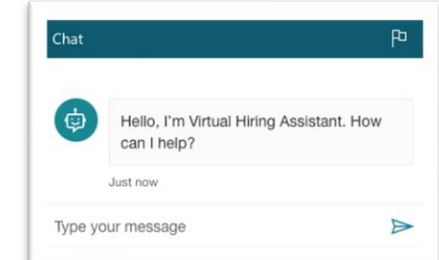
HR Visitor Modernization

Improve Customer Service with digital improvements



Training Video Library

Build employee skills with a training library



Virtual Hiring Assistant

Enable self service inquiries for hiring managers



Centralize all HR Data

Simplify data management and reporting



HR Intranet Website Updates

Make it easier for employees to engage with Human Resources



Position Status App

Increase transparency of hiring process and activities

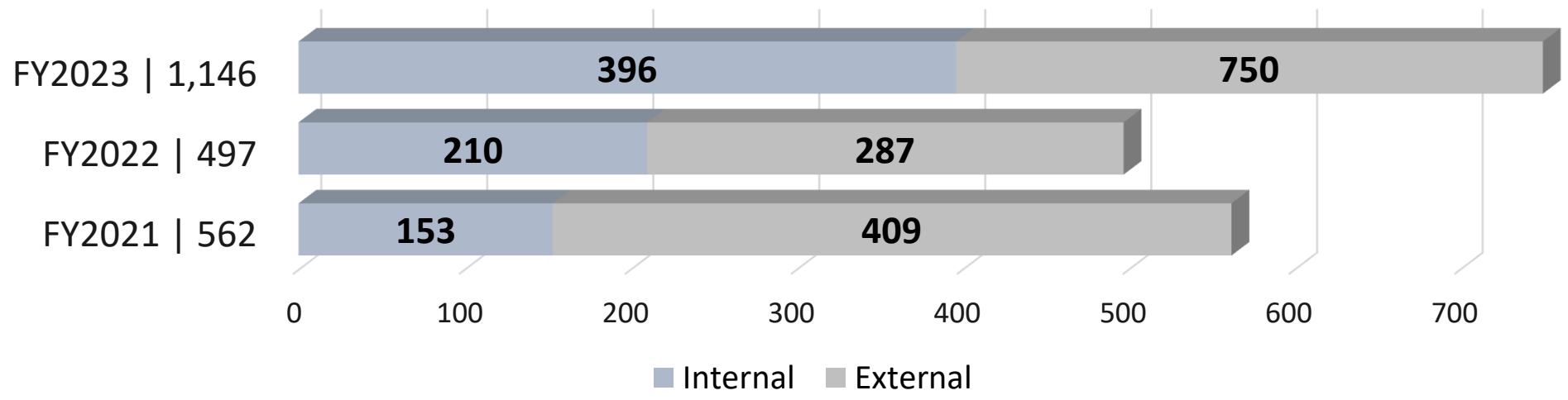
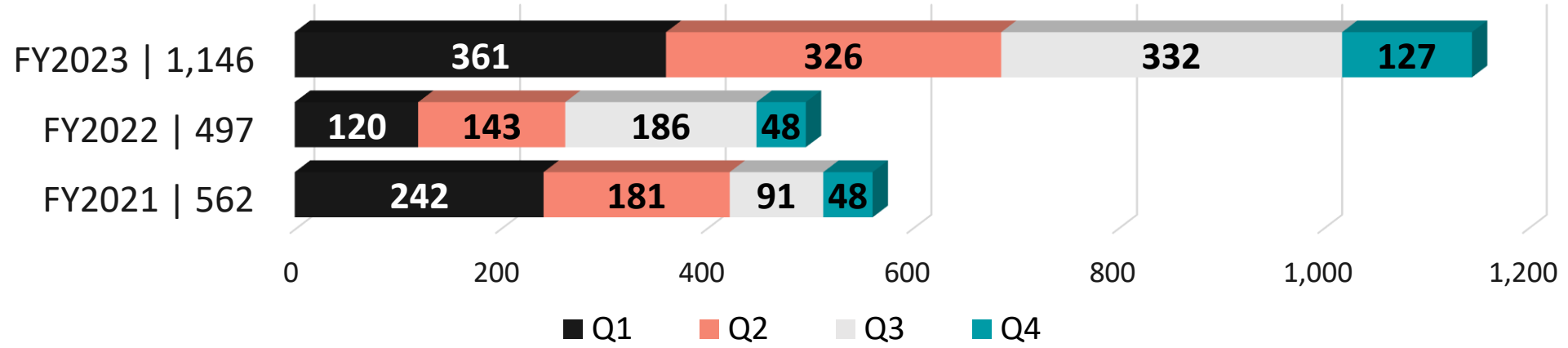


AI Technology Roadmap

Empower CCH to solve larger, more complex recruiting operations leveraging Artificial Intelligence

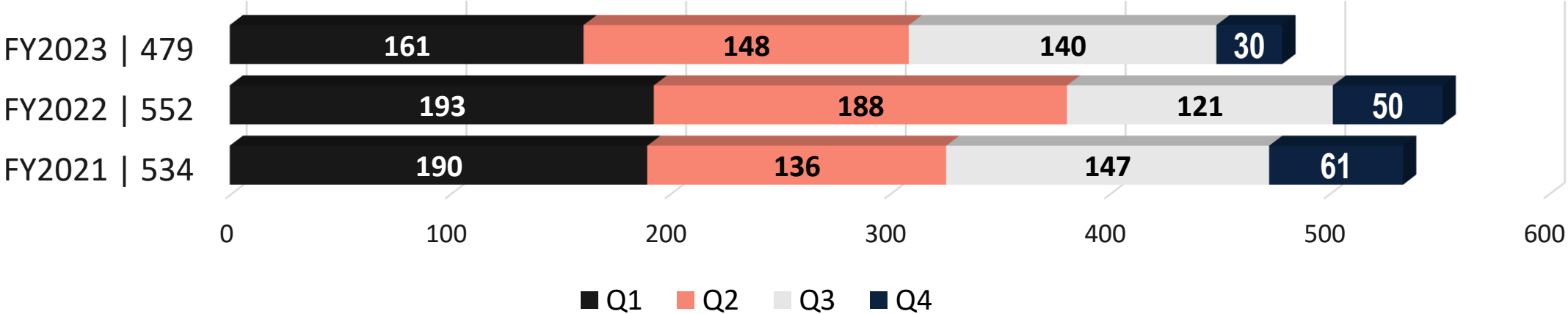
FY23 CCH HR Activity Report

Hires who have started – Dec through Sep (Year-Over-Year)



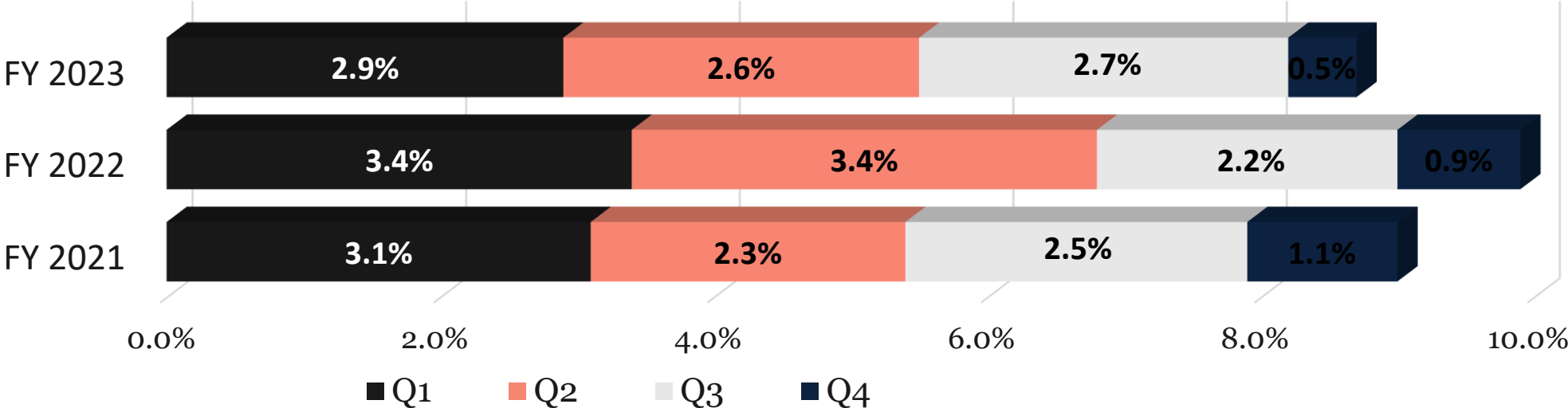
FY23 CCH HR Activity Report

Separations – Dec through Sep Year-Over-Year



FY23 CCH HR Activity Report

Turnover – Dec through Sep Year-Over-Year



FY 2021 = 534			
Qtr.	# of Employees	Separations	Turnover
Q1	6,071	190	3.1%
Q2	6,038	136	2.3%
Q3	5,837	147	2.5%
Q4	5,809	61	1.1%

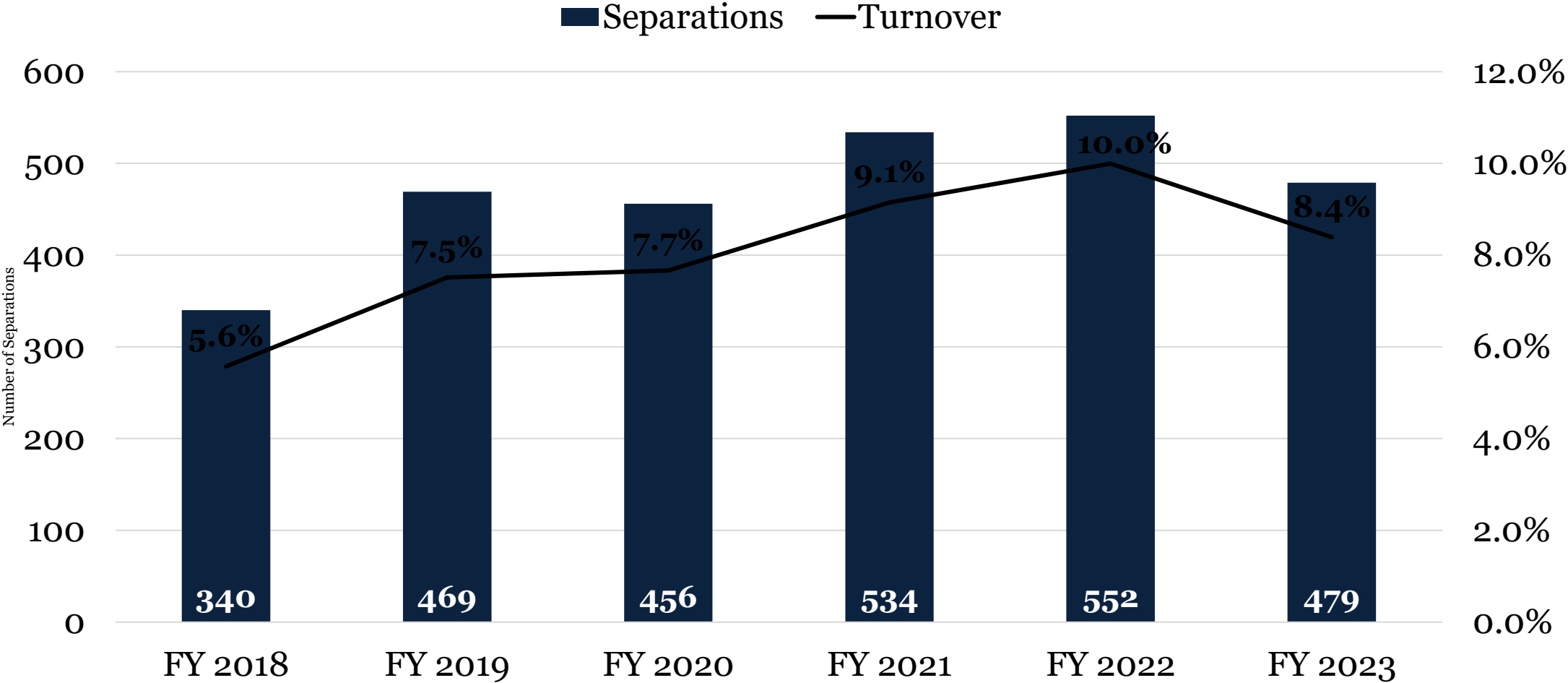
FY 2022 YTD = 552			
Qtr.	# of Employees	Separations	Turnover
Q1	5,682	193	3.4%
Q2	5,564	188	3.4%
Q3	5,523	121	2.2%
Q4	5,523	50	0.9%

FY 2023 YTD = 479			
Qtr.	# of Employees	Separations	Turnover
Q1	5,610	160	2.9%
Q2	5,637	147	2.6%
Q3	5,681	142	2.7%
Q4	5,709	28	0.5%



FY23 CCH HR Activity Report

Turnover – Pre-Pandemic – Dec through Sep YTD



Hiring Fairs: FY23 YTD Summary

48
Hiring Fairs

1,851+
Attendees

769
Same-day
Offers
Extended

389
Same-day
Offers
Accepted

74K+
“Join
Our Team”
Pageviews

488K
Social
Media
Impressions
& Views

37.9K
Clicks

2,639
Job Board
Candidate
Applications

63
Creative
Assets
Developed

January 2022 – September 2023



Quality & Patient Safety Metrics



Presented to the Cook County Health Quality & Patient Safety Committee on 11/9/23



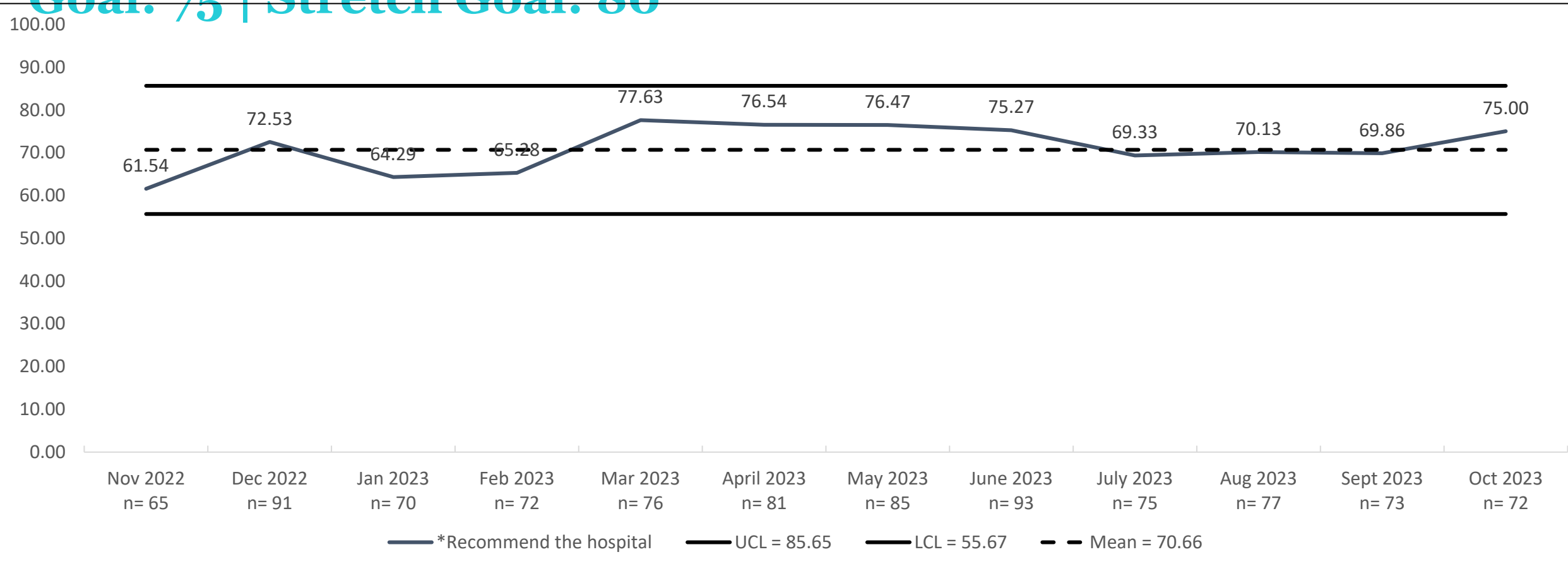
COOK COUNTY
HEALTH

Stroger Op Ex Patient Experience Workgroup

HCAHPS Likelihood to Recommend – Top Box Score by Received Date

Last 12-months Top Box Score: 71.51

Goal: 75 | Stretch Goal: 80

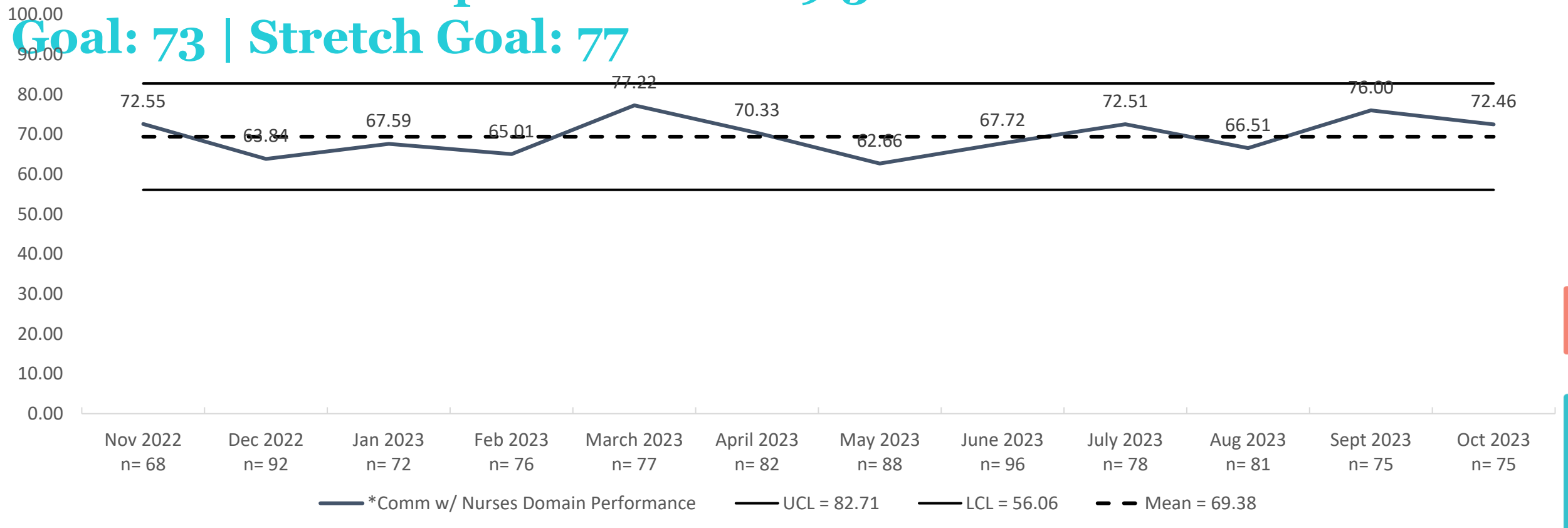


Stroger Op Ex Patient Experience Workgroup

HCAHPS Communication w/ Nursing Domain – Top Box Score by Received Date

Last 12-months Top Box Score: 69.3

Goal: 73 | Stretch Goal: 77

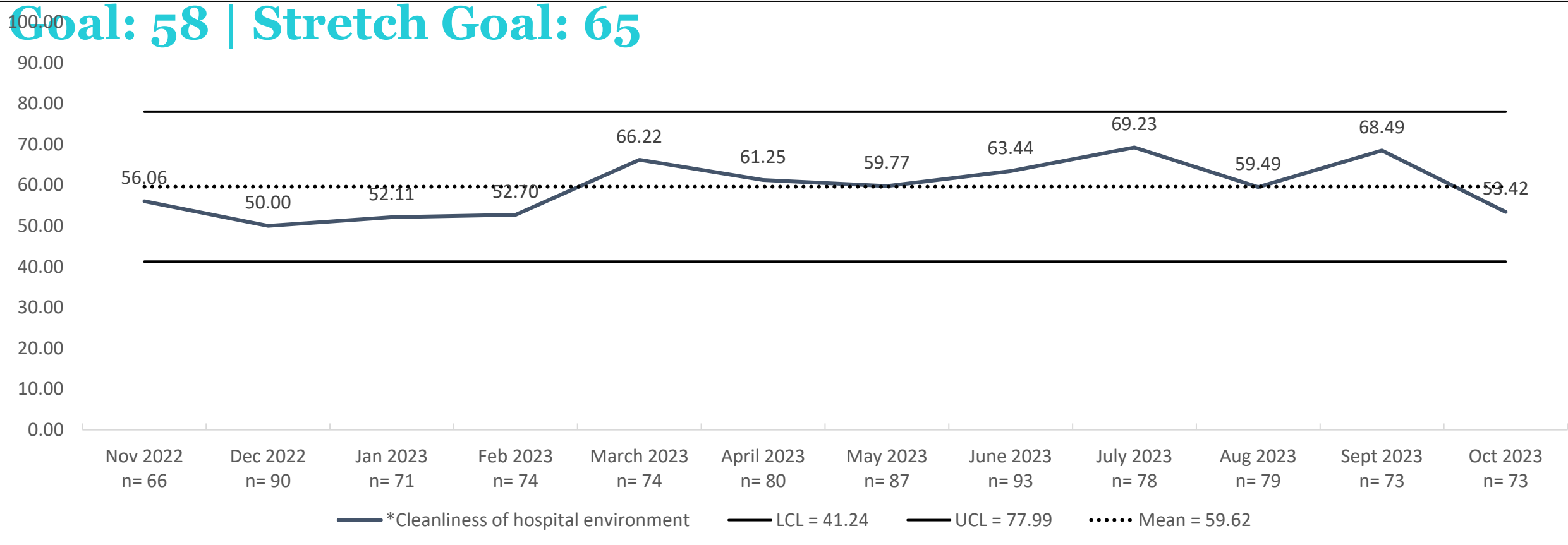


Stroger Op Ex Patient Experience Workgroup

HCAHPS Hospital Environment Cleanliness – Top Box Score by Received Date

Last 12-months Top Box Score: 59.38

Goal: 58 | Stretch Goal: 65

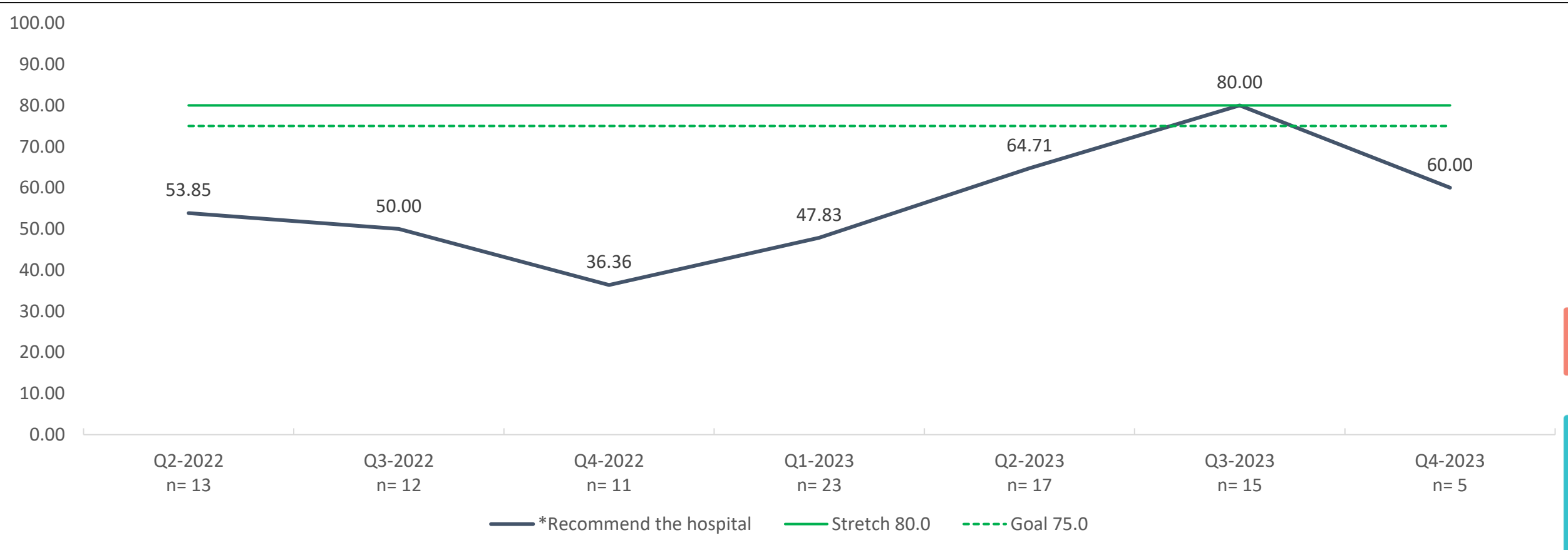


Provident Op Ex Patient Experience Workgroup

HCAHPS Likelihood to Recommend – Top Box Score by Received Date

Last 12-months Top Box Score: 59.02, n = 61 surveys

Goal: 75 | Stretch: 80

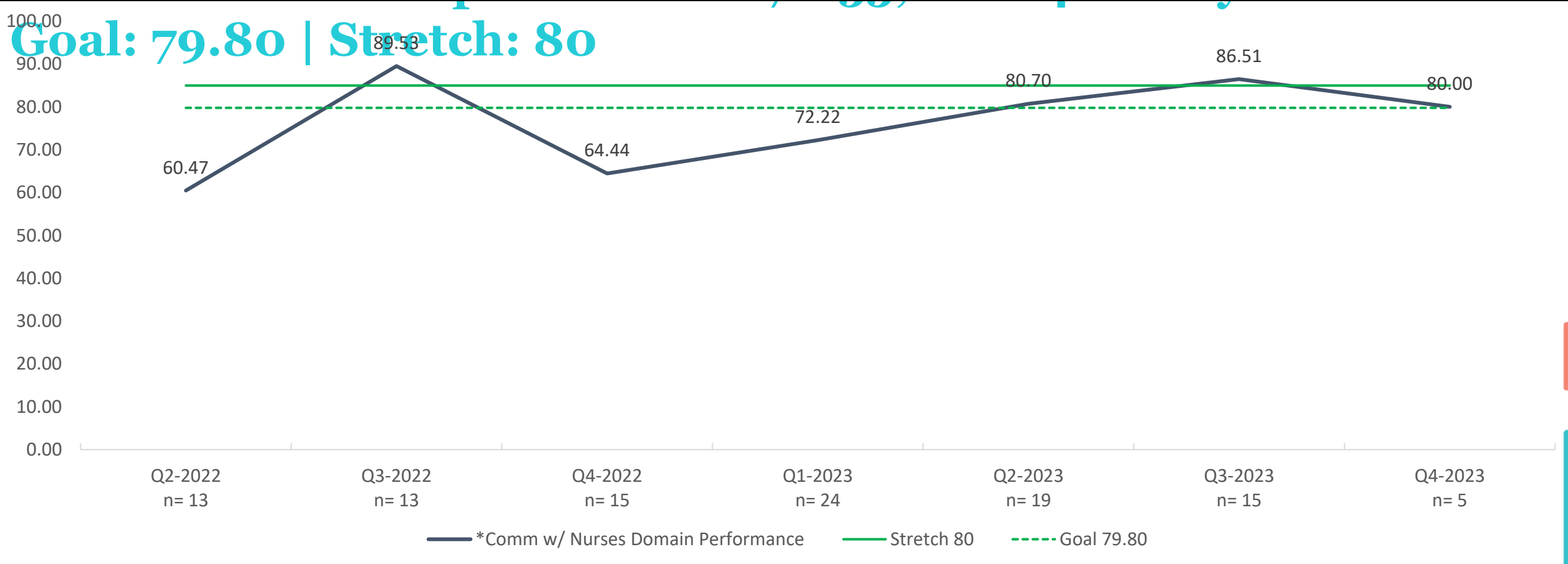


Provident Op Ex Patient Experience Workgroup

HCAHPS Communication w/ Nursing Domain – Top Box Score by Received Date

Last 12-months Top Box Score: 78.55, n = 64 surveys

Goal: 79.80 | Stretch: 80

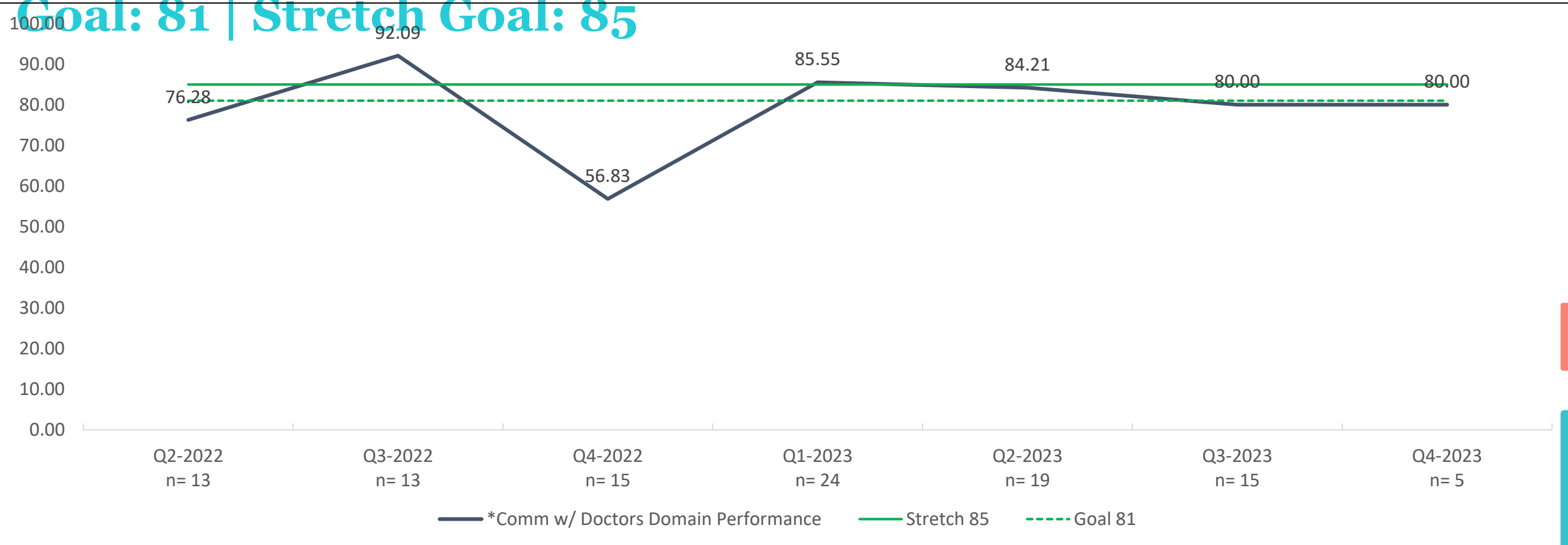


Provident Op Ex Patient Experience Workgroup

HCAHPS Communication w/ Doctors Domain – Top Box Score by Received Date

Last 12-months Top Box Score: 79.47, n = 66 surveys

Goal: 81 | Stretch Goal: 85



Stroger Op Ex Clinical Documentation Workgroup

Surgical CMI & Medical CMI - Stroger Hospital

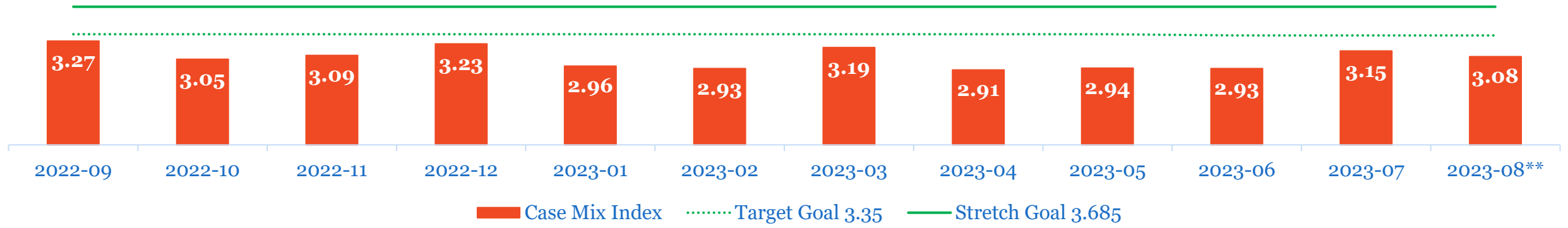
2022 medical CMI was at 1.2537, 2023 YTD 1.2489

1.2489

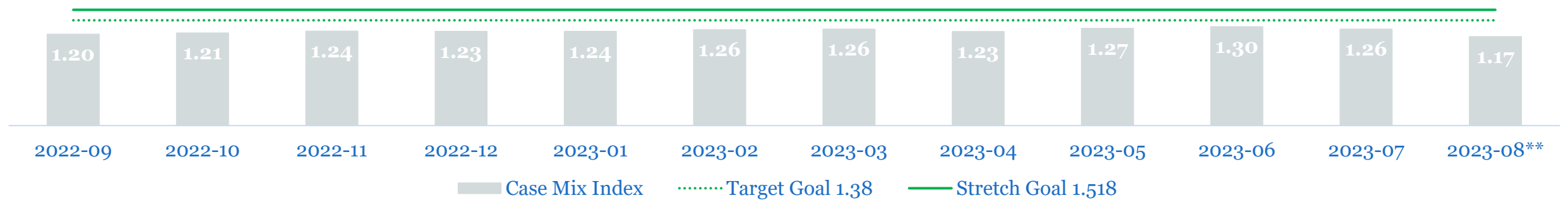
2022 surgical CMI was at 3.0490, 2023 YTD 3.0219

3.0219

SURGICAL CMI



MEDICAL CMI

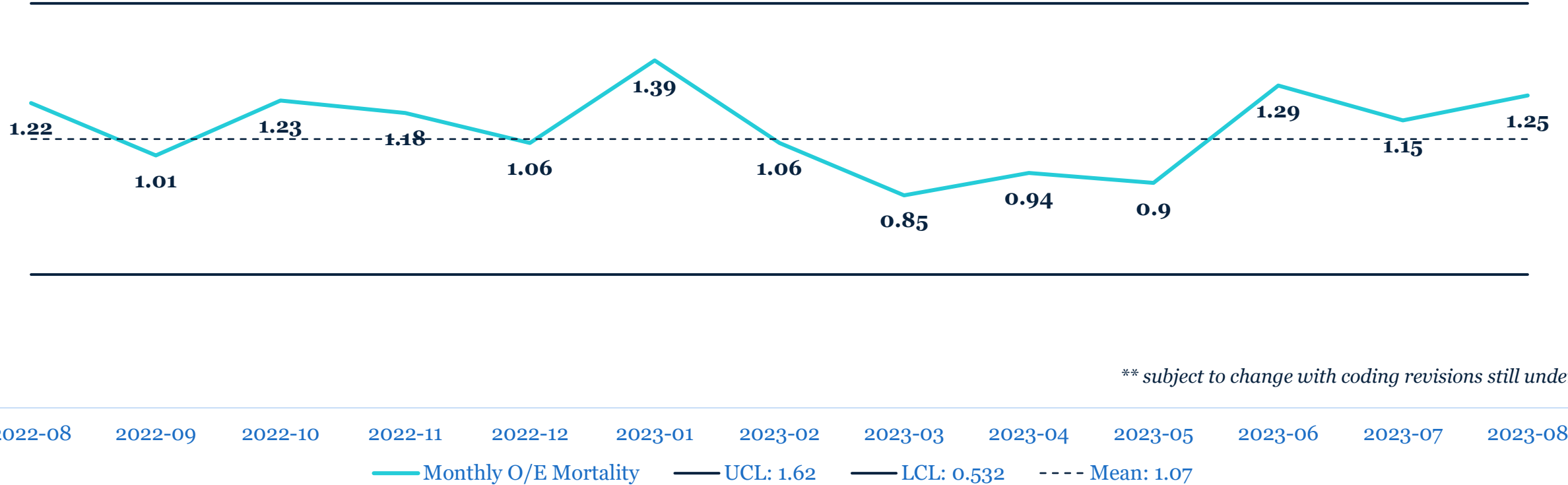


Stroger Op Ex Clinical Documentation Workgroup

Observed over Expected Mortality Improvement – Stroger Hospital

2022 – 1.08 | 2023 YTD – 1.09

Goal: 1.0



** subject to change with coding revisions still underway

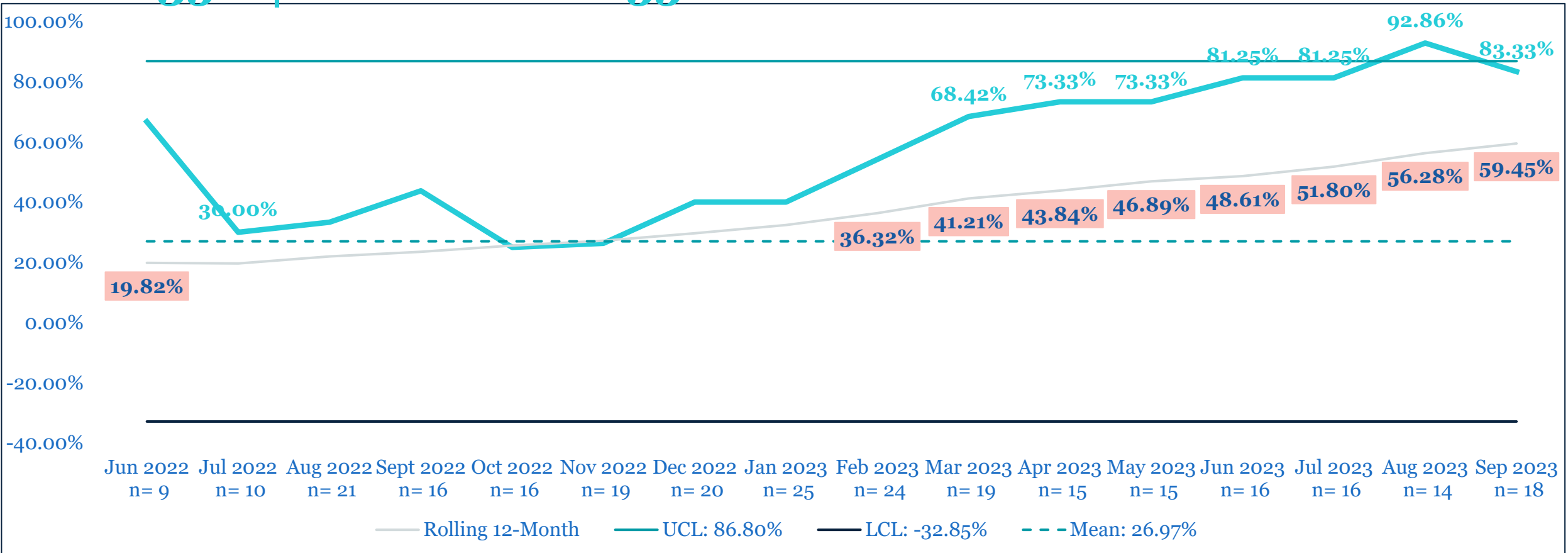


Stroger Op Ex Clinical Outcomes Workgroup

CMS SEP-1 % of Patients with met Compliance

Last 12-months Score: 59.45%

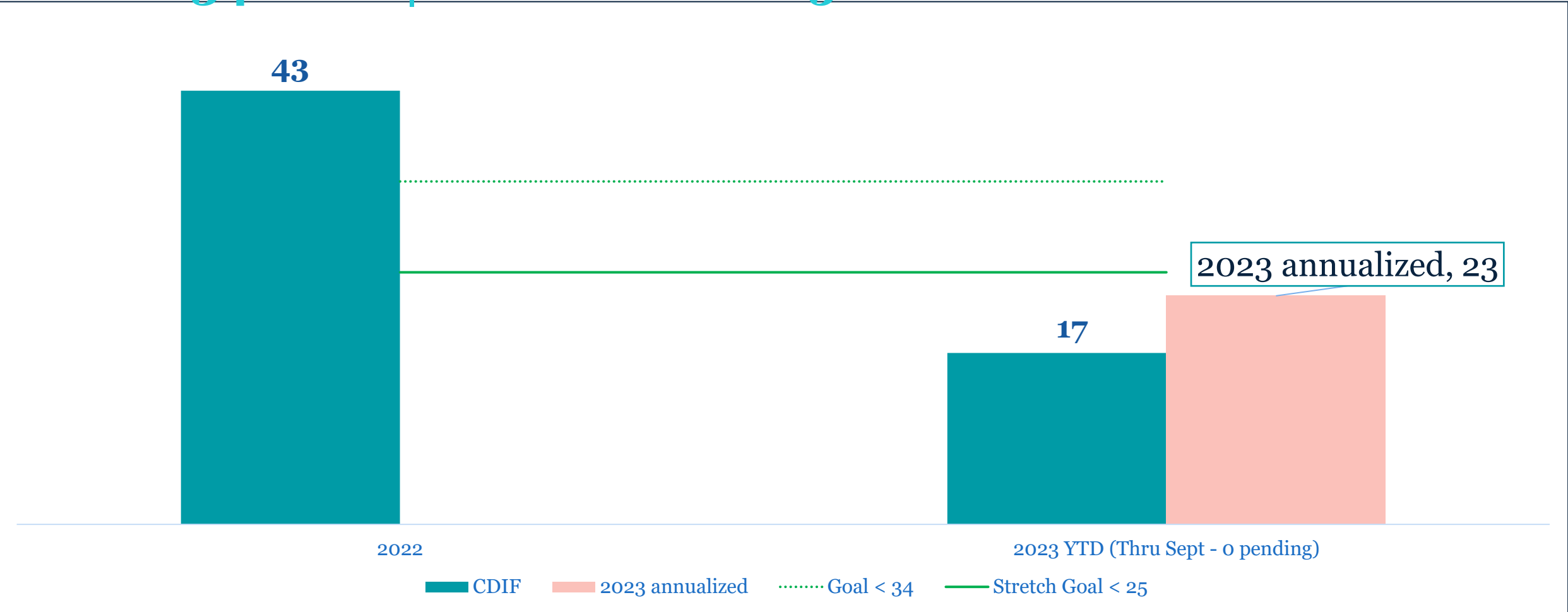
Goal: 35% | Stretch Goal: 55%



Stroger Op Ex Clinical Outcomes Workgroup

CDIFF Volume

Goal: <34 cases | Stretch Goal <25 cases

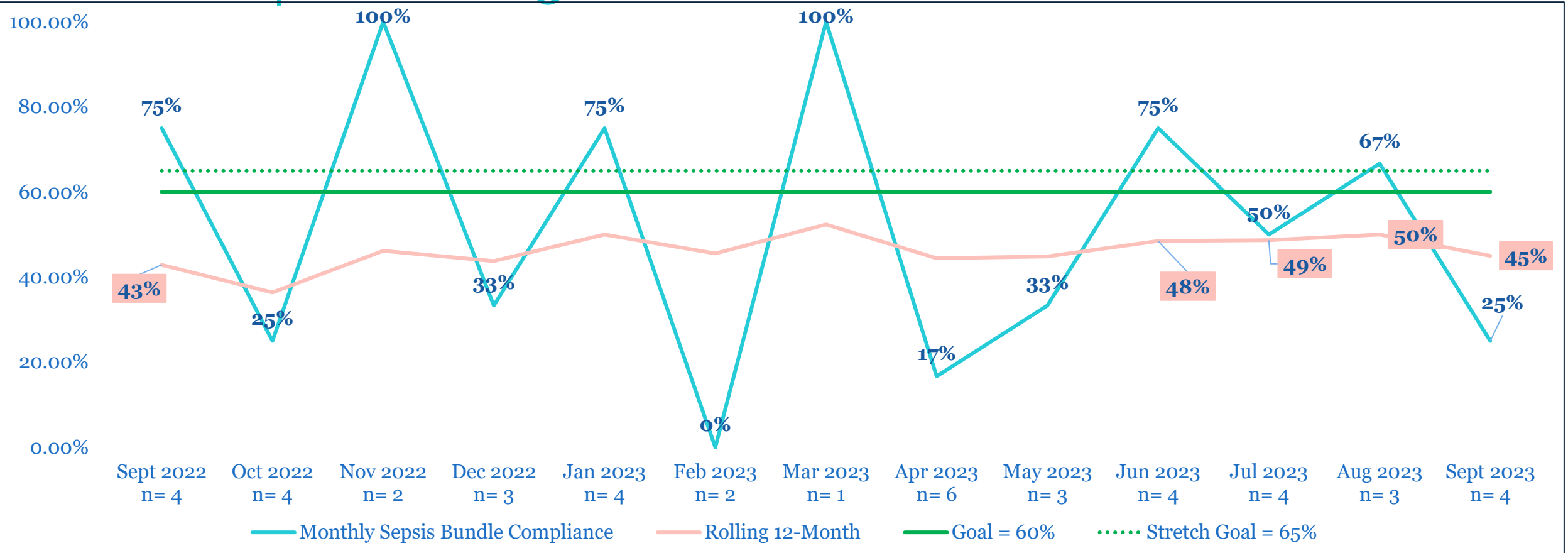


Provident Op Ex Clinical Outcomes Workgroup

CMS SEP-1 % of Patients with met Compliance

12-Month Score: 50%

Goal: 60% | Stretch: 65%

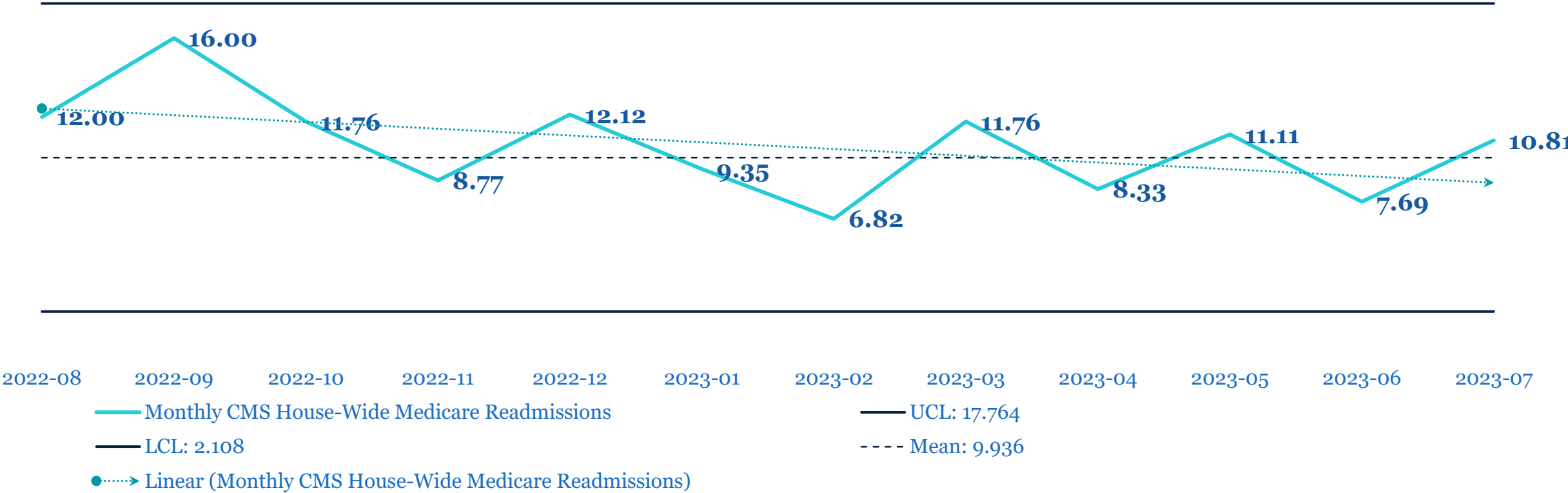


Op Ex Readmissions Workgroup

CMS Medicare House-Wide Readmissions Rate – Stroger Hospital

Last 12-months Score: 8/2022 – 7/2023 – 9.83%

Goal: 9.93% | Stretch Goal: 9.73%

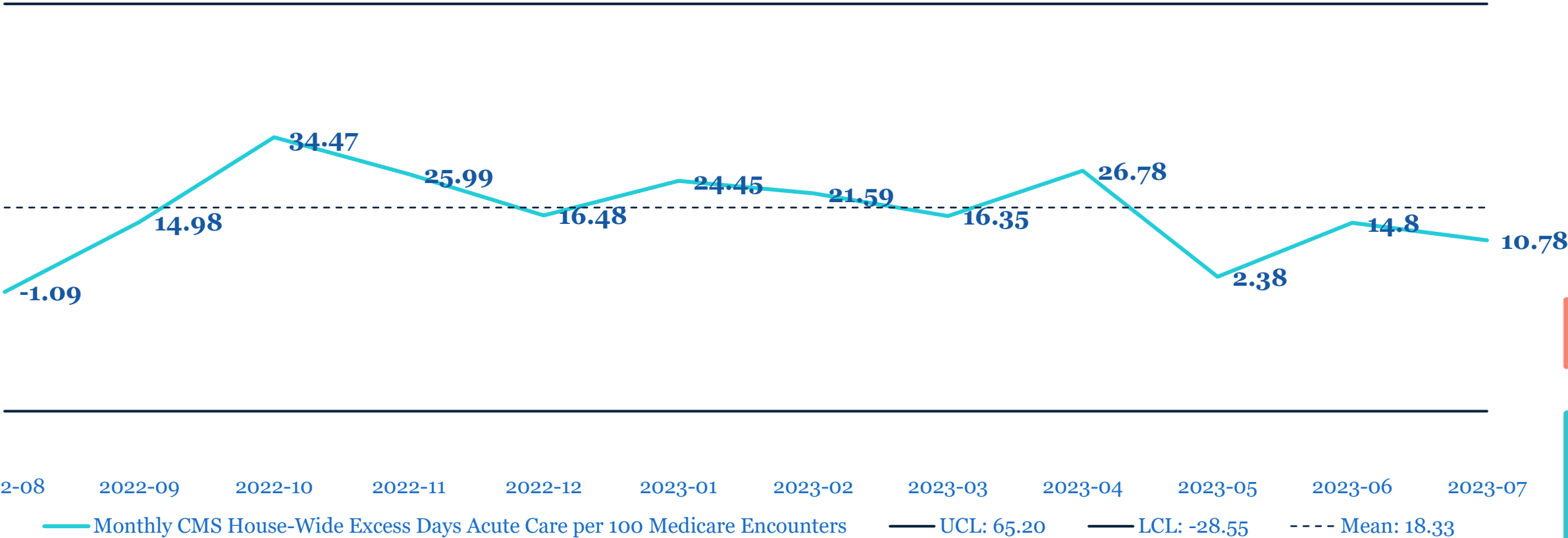


Op Ex Readmissions Workgroup

CMS House-wide EDAC per 100 Medicare Encounters – Stroger Hospital

Rolling 12 months 18.17 days

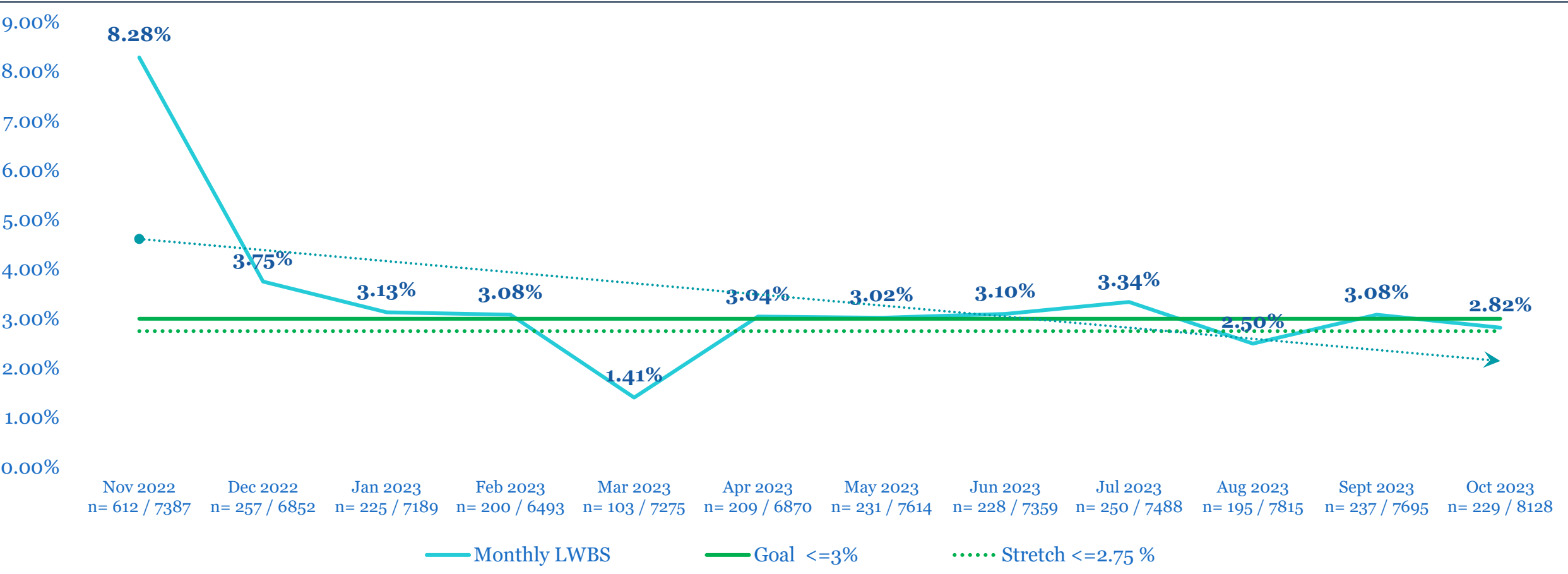
Goal: 15 | Stretch Goal: 10



Stroger Op Ex Throughput Workgroup

ED Left Without Being Seen

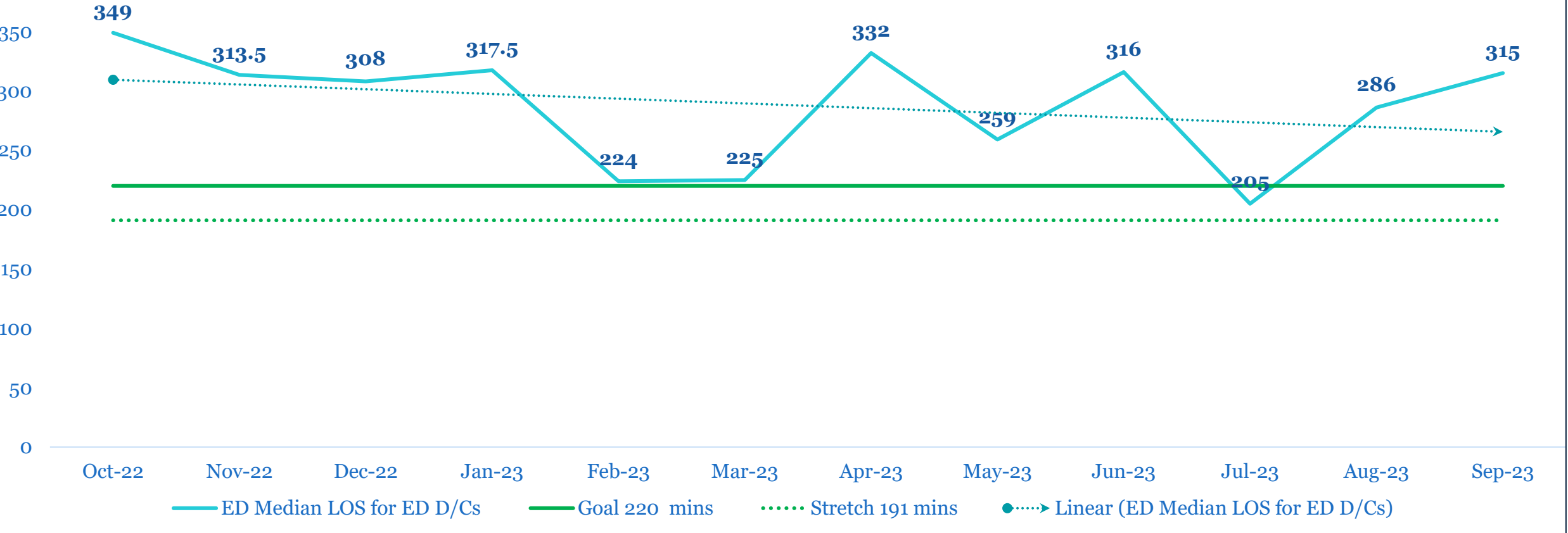
12-months 3.38% | Goal <3% | Stretch <=2.75%



Stroger Op Ex Throughput Workgroup

ED Median Length of Stay for ED Discharges - OP18b, *n=34* sampled monthly

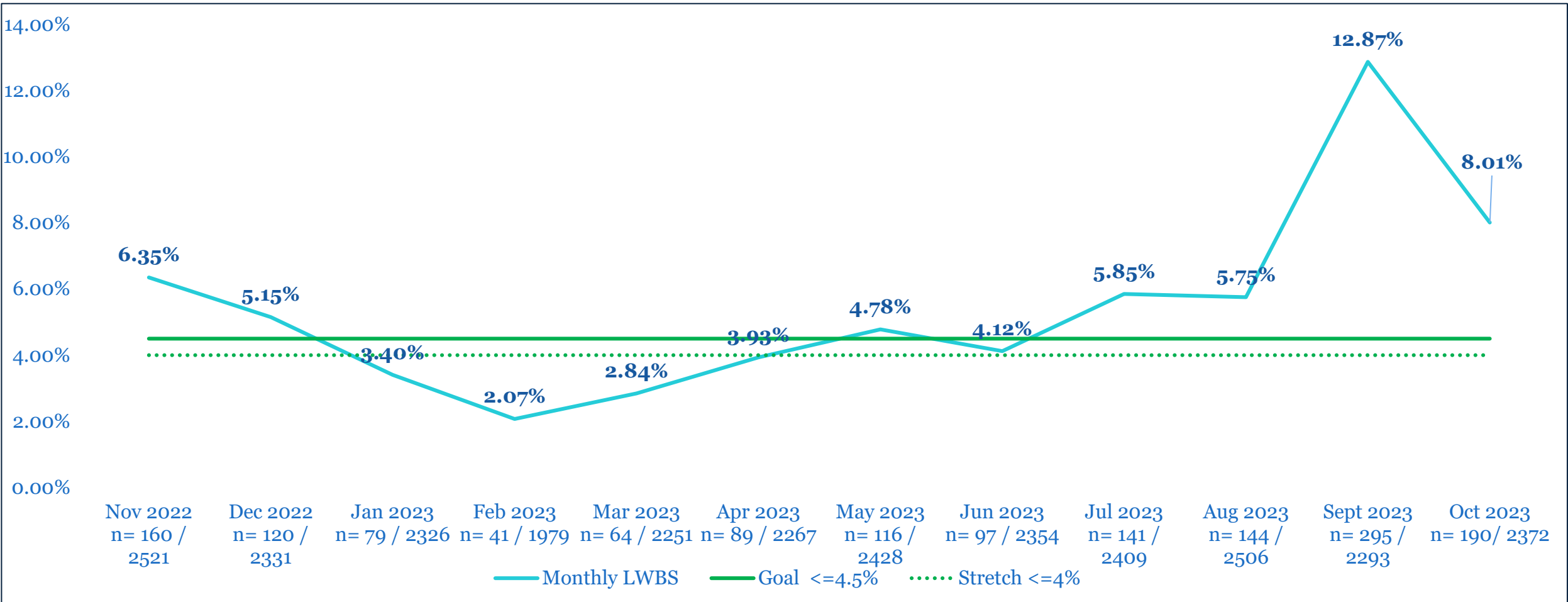
Goal: 220 mins | Stretch Goal: 191



Provident Op Ex Throughput Workgroup

ED Left Without Being Seen

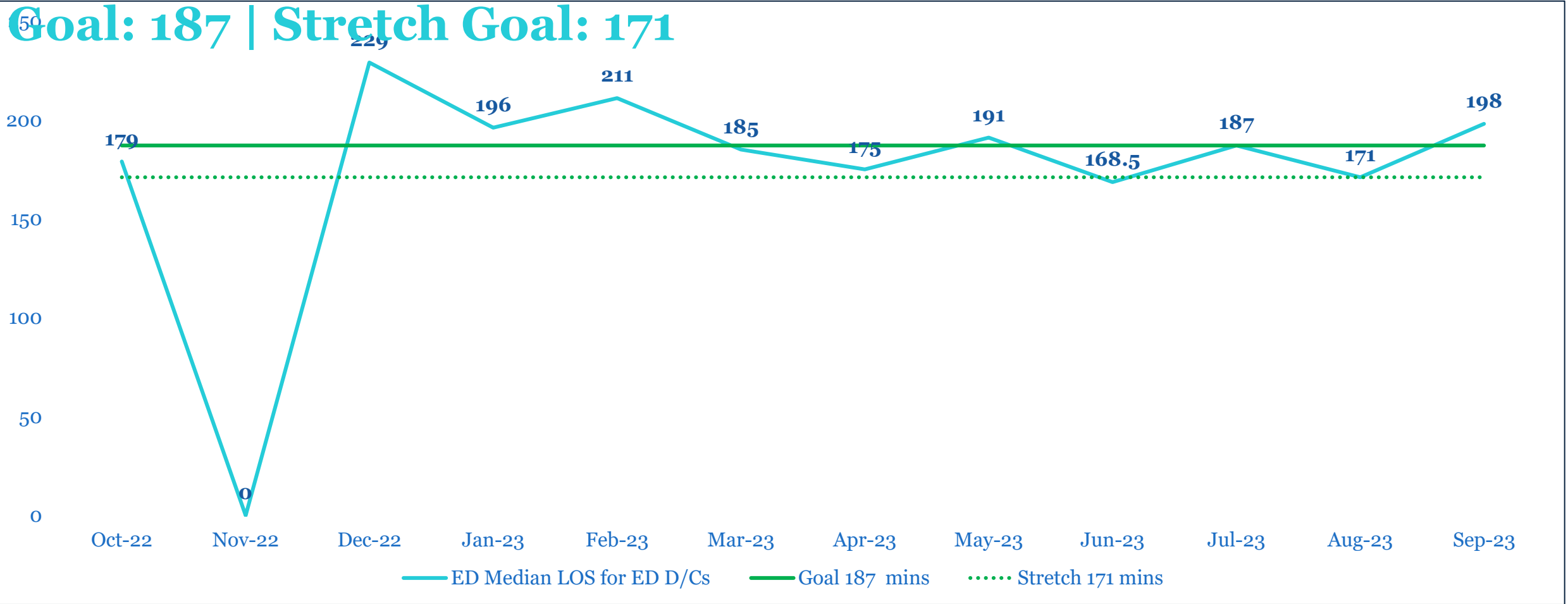
Goal: $\leq 4.5\%$ | Stretch Goal: $\leq 4\%$



Provident Op Ex Throughput Workgroup

ED Median Length of Stay for ED Discharges – OP18b, n=34 sampled monthly

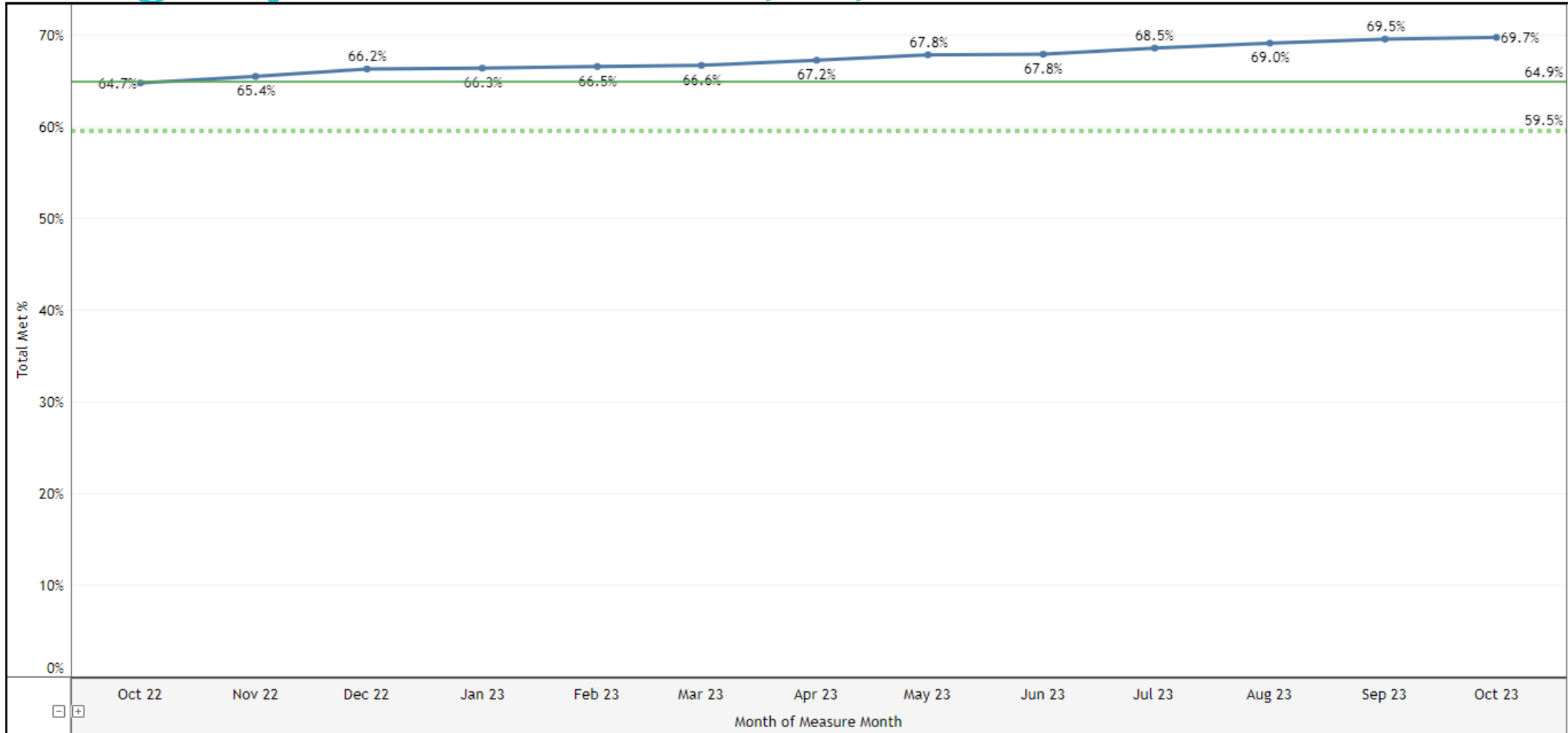
Goal: 187 | Stretch Goal: 171



Op Ex HEDIS Workgroup

Breast Cancer Screening for women 52-74 > 59%

Total Registry Performance: 69.69%



Op Ex HEDIS Workgroup

Hypertension Blood Pressure <140/90 Compliance

Total Registry Performance: 58.08%

