



Peak Behavioral Health

*Where healing begins,
and hope can thrive.*

ECONOMIC AND RURAL DEVELOPMENT
AND POLICY COMMITTEE
Las Cruces, New Mexico
September 12, 2024



About Peak Behavioral Health

Inpatient psychiatric care

Outpatient psychiatric care

Medical Detox

Partial Hospitalization (Adult & Adolescent)

Adolescent Residential Treatment

Assertive Community Treatment (ACT) Rural and Urban

Substance Abuse Treatment

Challenges

Navigating complex state process

Low rates and high-cost cause operational challenges

Workforce recruitment of talent

Navigating the Complex State Process

01

Licensure &
certification process

02

Medicaid
credentialing
process (Conduent)

03

Urban Classification

04

Residential
Treatment –
educating students

05

Behavioral Health
Transportation

Low Rates and High Operational Costs

- RTC rates
- High Operational Costs:
 - Staffing requirements- Direct care staff matrix is higher than industry standard for residential treatment.
 - Specialized and licensed staff create a labor recruitment issue
 - Educational Requirements- current requirements are costly. Requiring future additional investment in Special Education will compound the expense.
 - Intensive Clinical Services- documentation and staffing requirements are high resulting in staffing challenges

Negative operating margin of (25%) resulting from low rates and high operational costs create a challenging and non-sustainable financial picture.

Workforce Recruitment

Rural Recruitment challenges:

- Days to fill an open position is significantly above average at over 90 days
- Shortage of Licensed staff
- Added FTE – Recruiter

Higher Labor Costs:

- Higher hourly rates in rural vs. urban (+20%)
- Turnover resulting in higher costs for Training & Onboarding
- Higher Overtime % in rural due to vacancies (+10%)
- Sign on and retention bonus's \$ impact
- 2020 Salary & Wage: \$22
- 2024 Salary & Wage: \$34

State-Wide Collaborative Involvement

Sequential Intercept Model
Taskforce-CBDO sits as Co-Chair

Quarterly 1st Responder
Meetings to discuss the quality of
collaboration.

Las Cruces LC3 Behavioral Health
Collaborative-CBDO sits as Board
Member

Las Cruces Suicide Prevention
Task Force-Liaison sits on Board

NM Hospital Association-CEO,
member since 2018

Justice League-Rio Arriba County

NAMI NM-North and South, Lead
BD Rep sits as NAMI Board
Member in ABQ

Presentations provided by Peak
BD Team and Leadership to
discuss all topics Peak and mental
health throughout the State of
NM

CBDO aids in CIT training for
Dona Ana County Sheriff
Department's Academy

Questions?