

Frequently Asked Questions (FAQ)

HB 2665: Maximum Rate Setting for Temporary Healthcare Staff

1. Overview of House Bill 2665

Q1: What is House Bill 2665?

A: House Bill (HB) 2665 directs the Oregon Health Authority (OHA) to adopt rules and set maximum rates for temporary healthcare staff providing direct care within hospitals and facilities by January 1, 2025.

[Read more about HB 2665 here](#)

Q2: Who does HB 2665 impact?

A: HB 2665 affects temporary staff in the following roles:

- Registered Nurse (RN)
 - **Excludes:** APRNs & Nurse Managers
- Licensed Practical Nurse (LPN)
- Certified Medical Assistant (CMA)
- Certified Nursing Assistant (CNA)
- Direct Caregiver

2. Rate Setting Process

Q3: What is the process for setting maximum rates?

A: OHA establishes maximum rates based on feedback from temporary staffing agencies, various data collection (BLS and partner data), and environmental scans. The process includes:

1. Establishing base wages from BLS data.
2. Applying regional adjustments.
3. Including compensation alignment factors to reflect differences between permanent and temporary staff wages.
4. Setting an agency margin cap of 34.2%.

[Learn more about the Rate Setting Process here](#)

3. Specific Rates and Calculations

Q4: What are the 2025 maximum rates for different healthcare roles?

Personnel Type	Maximum Bill Rate	Holiday & Overtime Rate
RN (Hospital)	\$131.95/hour	\$197.93/hour
RN (Other Facilities)	\$117.49/hour	\$176.24/hour
LPN/LVN	\$70.32/hour	\$105.48/hour
CNA	\$42.23/hour	\$63.35/hour
CMA	\$47.06/hour	\$70.59/hour
Direct Caregiver	\$36.28/hour	\$54.42/hour

[Find the full rate table here](#)

Q5: How are holiday and overtime rates calculated?

A: Holiday and overtime rates are calculated as 150% of the non-holiday maximum rate, ensuring fair compensation for extended working hours.

4. Waivers, Complaints, and Investigations

Q6: Who can apply for rate waivers?

A: Impacted Facilities, Hospitals, and Temporary Staffing Agencies can all apply for rate exceptions through a waiver process designed by OHA. Specific conditions for waivers will be outlined in the rule-making process.

Q7: What is the complaint and investigation process?

A: OHA will handle complaints related to maximum rates through its Health Licensing Office (HLO), which will investigate violations and determine the appropriate response. The specific actions will be based on the nature of the violation.

5. Future Adjustments and Observations

Q8: Will the maximum rates change in the future?

A: OHA will review the maximum rates annually. Any adjustments to the rates will depend on the healthcare staffing market, cost data, and economic conditions at the time of the review.

6. Additional Considerations

Q9: What flexibility do staffing agencies and facilities have in negotiating rates?

A: While the maximum rates serve as a ceiling, TSAs and healthcare facilities have the flexibility to negotiate rates below the maximum rate cap based on specific needs and contract conditions.

Q10: How will reporting from Year 1 impact future rates?

A: Reporting requirements in Year 1 will provide data that OHA can use to inform adjustments and ensure the rates are functioning as intended in real-world applications.

