

**STATE OF NEW MEXICO  
WORKERS' COMPENSATION ADMINISTRATION**

**IN THE MATTER OF THE ADOPTION OF THE 2025  
HEALTH CARE PROVIDER FEE SCHEDULE**

**FEE SCHEDULE ORDER**

THIS ORDER is issued pursuant to NMSA 1978, Section 52-5-4(A) (2003), and NMAC 11.4.7.9 (A) (I). It is intended to further the purpose of 11 NMAC, Part 7, to establish a system of maximum allowable fees and reimbursements for health care services and related non-clinical services provided by all health care providers; to establish billing dispute procedures; and to establish the procedures for cost containment:

1. The proposed Health Care Provider Fee Schedule (HCPFS) was released to the Director's Medical Advisory Committee (DMAC) for inspection on about September 12, 2024.
2. A DMAC meeting was held to discuss the HCPFS on October 10, 2024.
3. The HCPFS was made available on the WCA website on or about October 1, 2024.
4. Written public comments were accepted from September 30, 2024 to November 1, 2024. A hearing to receive public comments was conducted on October 22, 2024.
5. The following methods were used to determine the maximum allowable payment amounts for the 2024 New Mexico Workers' Compensation HCPFS:

A. Required data was obtained from the following sources:

- The most recent Current Procedural Terminology (CPT) codes from the American Medical Association (AMA).
- Relative Value Units (RVUs) and Geographic Practice Cost Index (GPCI) from the Centers for Medicare & Medicaid Services (CMS) and gap-fill RVU's from a third-party vendor.
- Relevant procedure utilization data from an appropriate source.
- Most recent fee schedules from regional seven states: Arizona, Colorado, Kansas, Nevada, Oklahoma, Texas and Utah.

- B. Calculate a list of maximum payment amounts utilizing the prior calculation methodology described in the 2024 Director's Fee Schedule Order, updated for the current year;
- C. Assign one of six service categories to each medical procedure: Surgery, Pathology and Laboratory, Medicine, Radiology, Evaluation and Management, and Psychology and Psychiatry;
- D. Calculate the expected change in costs resulting from physicians' services by service category using economic impact modeling;
- E. Assign a resource-based relative value scale conversion factor to each service category. Calculate each conversion factor such that the expected change in costs resulting from physicians' services is the same as the prior fee schedule methodology.
- F. Calculate the 60th and 80th percentile effective conversion factors for the maximum allowable payment amounts by service category;
- G. Adjust downward conversion factors above the regional 80th percentile effective conversion factor by service category;
- H. Adjust upward conversion factors below the regional 60th percentile effective conversion factor by service category;
- I. Calculate the maximum allowable rate for each applicable CPT procedure by multiplying the relevant conversion factor by the GPCI adjusted non-facility RVUs for that procedure.

6. The Health Care Provider Fee Schedule appended to this Order and incorporated herein is adopted on December 6, 2024, with an effective date of January 1, 2025.

7. The following are specifically adopted pursuant to 11.4.7.9 NMAC and incorporated by reference as if fully set forth herein: Current Procedural Terminology (CPT) code, as defined in 11.4.7.7(M) NMAC, which is derived from the CPT 2024, Professional Edition, Copyright 2023 by the American Medical Association (AMA) (hereinafter, "CPT 2024"). CPT 2024 is a listing of descriptive terms, numeric and alphanumeric identifying codes and modifiers for reporting medical services and procedures performed by physicians, which is copyrighted by the AMA.

8. This Order in no way alters, or intends to alter, any of the Rules of the WCA already in place. To the extent that there is a conflict between the rules, the more specific shall apply.

**IT IS SO ORDERED.**



HEATHER JORDAN, Director  
New Mexico Workers' Compensation Administration

**Issued: December 6, 2024**