

RELOCATION REPORT

In response to section 51.06 (8) Wisconsin Act 386

2005 Wisconsin Act 386 requires the Department of Health and Family Services (Department) to report on information from the previous fiscal year on the relocation and diversion of individuals from nursing homes, intermediate care facilities for the mentally retarded (ICFs-MR), and State Centers for the Developmentally Disabled.

This report provides information related to four programs,

- ICF-MR Restructuring Initiative
- Relocations from the State Centers for the Developmentally Disabled,
- Community Relocation Initiative
- Nursing Home Diversion Initiative

These programs have successfully provided the opportunity in FY 2006 for 1,101 elderly individuals and people with physical and developmental disabilities to live in home and community based settings, who otherwise would have resided in ICFs-MR and nursing facilities. These initiatives have improved the quality of life for these individuals by providing them with a healthy and safe opportunity to live and participate in the community.

Some of the highlights of these initiatives for FY 2006 include:

- The relocation initiative provided community living options for a total of 607 individuals:
 - 431 frail elders who resided in nursing facilities chose to live in the community near their families and friends. Prior to this initiative, these individuals would have been on a waiting list for home and community-based care, and few would have had the opportunity to return to the community.
 - 176 people with physical disabilities chose to live in the community where they were able to access community activities, rather than live in nursing facilities.
- The 607 individuals is 67 more than projected in the '05-'07 biennial budget and saved almost \$1.8 million AF (approx. \$800,000 GPR) above projections.
- 349 people with developmental disabilities, many of whom resided in institutions for decades, moved to the community and participated in community activities that were not available to them when they resided in institutions.
- In seven weeks 150 individuals (98 elderly and 47 people with physical disabilities) at imminent risk of entering a nursing facility were able to remain in community-based settings through the nursing home diversion program.
- People with developmental disabilities have been served in the community at a cost that is within the institutional budget for this population.
- Frail elders and people with physical disabilities are being served in the community at a cost below that of institutional care, saving the state funding under the Medical Assistance Program.

As shown in the summary chart below, a total of 1,101 individuals were relocated or diverted from institutions to community-based care in FY 2006.

Community Relocations and Diversions in FY 2006				
	Persons with Developmental Disabilities	Frail Elders	Persons with Physical Disabilities	Total
ICF-MR Restructuring Initiative	318			318
Relocations from State Centers for the Developmentally Disabled	31			31
Community Relocation Initiative		431	176	607
Nursing Home Diversion Initiative		98	47	145
Total	349	529	223	1101

ICF-MR RESTRUCTURING INITIATIVE

Background

The ICF-MR Restructuring Initiative involves persons with developmental disabilities receiving active treatment in a non-state-owned Intermediate Care Facility for the Mentally Retarded (ICF-MR) or a non-state-owned nursing facility. Relocations from the three State Centers for the Developmentally Disabled are not included in this initiative. The initiative was passed in the 2003-05 biennial budget and became effective on January 1, 2005. Under the initiative, counties are required to prepare a community plan for every person residing in an ICF-MR and for every person seeking admission to an ICF-MR. The plan must be submitted to the court and the court must consider the plan, along with other information presented to the court. If the court determines that the community plan is the most integrated setting appropriate to the needs of the individual, the court must order the person to be served in the community. If the person with a developmental disability was a resident of an ICF-MR or a nursing facility, the initiative allows money that was previously used to fund his/her institutional care to follow the person into the community to fund their community care. Funding can also be used under this initiative for community placements for people relocated from facilities that are closing or downsizing. Under this initiative, the entire cost of the person's care plan is funded by the state. Therefore, no county tax levy funding has been required to fund these relocations. Because this is the first report for this initiative, this report covers the period January – June 2005, which is in FY05, as well as FY 2006, which is required under s.51.06(8). In FY 2005, 94 individuals with developmental disabilities relocated into the community from ICFs-MR and nursing facilities, and in FY 2006, 318 individuals with developmental disabilities relocated into the community from ICFs-MR and nursing facilities. In FY 2006, nine facilities were closed, thus requiring the relocation of all residents, some of whom had significant service needs. Of these nine facilities, six were county owned and operated facilities that either closed or changed their license to a skilled nursing facility. The license change reduced the need to provide significant county tax levy funding to support the operating costs of these facilities.

Impact on Health and Safety

Health and safety of individuals with developmental disabilities are paramount goals of the Department whether these individuals live in an institution or community settings. Department staff who are knowledgeable about developmental disabilities work cooperatively with county care management staff developing initial care plans for the people who relocate from ICFs-MR and nursing facilities. During the development of the initial care plan, health and safety concerns are identified and addressed comprehensively. The person's health and safety history is examined closely so that adequate protections can be put in place in the community. Through the care planning process, interdisciplinary teams, including those with nursing and behavioral expertise, work collaboratively with the individual and those who know the person best to design services and supports that are appropriate, cost-effective, and address the person's health and safety needs.

Under Wisconsin's Home and Community-Based Waiver programs, the Department ensures the health, safety and welfare of Home and Community-Based Waiver participants. The Department shares this responsibility with county agencies in the State-County Contract by requiring county compliance with the Medicaid Waivers Manual.

The Department requires each county agency administering any of the waivers to have a system to ensure waiver participants are adequately protected from physical, verbal, and sexual abuse as

well as maltreatment, neglect and financial exploitation and violation of their rights under law. The Department also requires counties to have an effective response system when incidents of this kind arise. Counties are required to report alleged or actual incidents to the Department. For the purpose of these reports, incidents are defined as any actual or alleged event or situation that creates a significant risk of substantial or serious harm to the physical or mental health, safety, or well being of a waiver participant.

There are several systems and processes in place that allow Wisconsin to achieve high levels of health and safety for citizens with disabilities living in community settings. For every person with a developmental disability who is relocated from an ICF-MR or nursing facility, the Department and the appropriate county conduct an in-depth plan review 30 days after the person relocates, usually in the person's home. A second in-depth plan review is conducted between three and six months after the relocation. In addition, all care plans of people relocated are reviewed annually by the Department and some are targeted for more in-depth review.

The Office of Quality Assurance conducts regular on-site surveys of licensed community residential facilities (3-4 bed Adult Family Homes and Community-Based Residential Facilities) much like it does for ICFs/MR, using state guidelines and standards. Counties are responsible for assuring high quality services and environments for individuals living in smaller settings. Each person has a case manager who is required to develop and sustain person-centered services and supports through a comprehensive care plan. The case manager is required to monitor each person's services by making in-person contacts on a regular basis (and more often, if warranted). Residential and day-service providers also have procedures and practices that maintain each person's safety and health. Because the care manager interact with each person on a constant basis, medical conditions are monitored, social and environmental situations are structured, and individuals with special needs are given sufficient supports.

The Department oversees these programs and service delivery systems by having staff disbursed throughout the state to facilitate and monitor these efforts through several types of activities, including: random unannounced visits, in-depth annual plan review, as well as on-going dialogue with all stakeholders (including consumers and their families/guardians). The Department issues guidelines, and establishes policies and procedures whenever necessary.

The federal Centers for Medicare and Medicaid Services (CMS) requires the provision of health, safety and well-being of all waiver participants, while assuring patient rights, promoting individual and informed choice, encouraging community participation, and ensuring each person experiences a meaningful day. To verify requirements, State staff currently conducts annual satisfaction surveys, and monitors information accumulated from a variety of sources. In addition to waiver services and supports, individuals also receive health services such as physician and dental visits, hospital care, personal care in their home, and pharmacy. Assessments are methodically completed and updated, and many counties and providers now employ nursing personnel as part of their care management teams.

Any actual or suspected event that threatens the health or safety of an individual is investigated and reviewed by each provider and county. Counties are required to report all such instances to designated Department staff, who, depending on the nature and seriousness of the report, may investigate or involve others (such as police or the judicial system). All deaths in licensed or certified settings are reported to and scrutinized by a state review committee, who looks for negative trends associated with providers, counties, or the approaches that are used by the service delivery system with the intent of preventing further instances. Concerns are then shared with

appropriate entities who are required to make systemic improvements or take corrective actions, which creates a constant cycle of improvement. Instances of abuse or neglect are remedied swiftly. Access to necessary medical services is closely monitored.

In FY 2005 94 individuals were relocated in the ICF-MR Restructuring Initiative, and in FY 2006 318 individuals were relocated. Following is a summary of incidents reported related to health and safety among the individuals who were relocated in FY 2005 and FY 2006.

Incident Allegations Persons Relocated under ICF-MR Restructuring Initiative FY 2005 and FY 2006		
Incident Category	# of Incidents FY 2005	# of Incidents FY 2006
Abuse	3	8
Neglect	4	9
Serious Illnesses, Injuries or Accidents	3	12
Total Number of Clients Served	94	318

Involvement of Guardians or Family Members

Counties are required to prepare a plan for home or community-based care for all individuals residing in ICFs-MR and nursing homes who are at a developmental disability level of care. These plans are part of the statutorily required annual court review (Watts review) to determine the most integrated setting appropriate to the person's needs. Counties involve guardians in the preparation of these plans and state law requires that the county provide a copy of the plan to the guardian prior to the Watts review.

When a person is relocated from a facility, the plan for that individual's care is signed by the guardian indicating his/her acceptance of the plan. Of the 318 persons relocated in FY 2006, only 6 guardians disagreed with the plan. That fact notwithstanding, the court ordered the community placement of these individuals according to the plans prepared for them.

Nature and Duration of Relocations and Diversions

The following table shows the living arrangement for those people relocated in FY 2005 and FY 2006. Of the 94 relocations in FY 2005, 9% relocated to their own home or apartment, 10% relocated to 1-2 bed adult family home, 59% relocated to a 3-4 bed adult family home, and 22% relocated to a 5-8 bed community-based residential facility (CBRF). Of the 318 relocations in FY 2006, 12% relocated to their own home or apartment, 3% relocated to 1-2 bed adult family home, 64% relocated to a 3-4 bed adult family home, and 21% relocated to a 5-8 bed CBRF. Of the 94 people relocated in FY 2005, one person returned to the facility for behavior reasons. Of the 318 people relocated in FY 2006, 2 returned to the facility for medical reasons, and nine people died of natural causes while residing in the community.

Living Arrangements of Relocated Individuals FY 2005 and FY 2006		
	FY 2005	FY 2006
Own Home or Apartment	8	38
1 or 2 Bed Adult Family Home	9	10
3 or 4 Bed Adult Family Home	56	204
5 – 8 Bed CBRF	21	66
Total	94	318

Costs Under the Medical Assistance Program

The funding that was budgeted for the July to December 2004 period for institutional care of persons with developmental disabilities was established as a set amount of funding that could be used either for institutional care or community-based care in future periods. As enacted, the legislation called for annual adjustments corresponding to the rate increase provided to nursing homes in general. In FY 2006, the set amount of funding was budgeted at \$100.6 million all funds (AF). Because of budget reductions for nursing home phase-down payments, the funding level for FY 2007 is \$96.8 million AF even with an upward adjustment for a 2.8% nursing home rate increase for FY 2007.

Act 386 requires a report for FY 2006, which covers the period July 2005–June 2006. Waiver services are administered through state/county contracts on a calendar year basis. Precise costs for the January-June 2006 period are not fully reconciled and available until after the full calendar year is completed. For this reason, this report uses an estimate of the January-June 2006 waiver costs, based on the following methodology. Based on relocations that occurred between July 1, 2005 and November 30, 2005, the average per person institutional cost and community cost were determined. Relocations in December 2005 were excluded in the calculation of the average per person cost because the first month of relocation is unrepresentative of the average monthly cost due to one-time costs related to start-up of a community placement. The average per person costs derived from the July-November 2005 period is applied to the total number of relocations in FY 2006 to derive the estimated total cost for FY 2006.

As required in Act 386, all Medicaid costs are compared in the analysis for both the period when the person was in an institution and the period when the person was living in the community. The analysis divided total Medicaid costs into two components: (a) the institutional or home and community-based waiver costs; and (b) other Medicaid costs, termed MA Card Costs, which include the Medicaid costs for personal care services, therapeutic services, and all other MA services. This provides a comprehensive presentation of the person's Medicaid costs in each setting.

For the period in FY05 when individuals were in an institution (nursing home or ICF-MR) the average total Medicaid cost per day was \$217.16 AF, of which \$197.02 was for institutional costs, and \$20.13 was for MA card costs. Following relocation to the community, the average

total Medicaid cost per day decreased to \$207.34 AF, of which \$164.97 was for waiver services and \$42.38 for MA card costs. Therefore, after relocation to the community, individuals' average total daily costs decreased by \$9.82 AF. When this per day decrease is multiplied by the aggregate number of community patient days in 2005 (6,170), it is estimated that the 94 relocations decreased costs by approximated \$60,500 AF in FY 2005.

318 relocations occurred in FY 2006, i.e., between July 1, 2005 and June 30, 2006. Based on persons that relocated in the first five months of this period (160 persons), average total Medicaid cost per day while in an institution was \$231.73 AF, of which \$209.67 was for institutional costs and \$22.06 was for MA card costs. Following relocation to the community, the average total Medicaid cost per day increased to \$263.97 AF, of which \$208.91 was for waiver services and \$55.06 for MA card costs. Therefore, after relocation to the community, individuals' average total daily costs increased by \$32.34 AF. When this per day increase is multiplied by the aggregate number of community patient days in FY 2006 (52,107), including those who relocated in the last seven months of FY 2006, it is estimated that the 318 relocations increased total Medicaid costs by approximately \$1,685,100AF in FY 2006. As individuals stabilize in their community placements, the Department, working with counties, will review their service needs with the expectation that some of the care plans will be less costly over time.

Since Medicaid nursing home payments cover the cost of personal care and nursing services while home and community-based waiver programs utilize the MA card for personal care and nursing services, it should be expected that MA card costs are higher for community-based waiver recipients than for residents of nursing homes. Following relocation to the community in FY 2006, MA card costs increased by \$33.00 AF per day from \$22.06 to \$55.06 per day. A small part of the increase in MA card costs is offset since the daily cost of waiver services (\$208.91 per day) is on average \$0.76 per day less than the cost of nursing home services (\$209.67 per day).

Although in FY 2006 total Medicaid costs for relocated ICF-MR residents were higher than their institutional costs, total expenditures under the ICF-MR initiative were within the budgeted level for the ICF-MR initiative because institutional expenditures were lower than expected, primarily due to deaths of residents in institutions. In FY 2006, 86 residents with developmental disabilities in ICFs-MR and nursing facilities died, making available \$3,387,400 AF in funding. A portion of these available funds served to offset the additional cost of \$1,685,100 AF for relocated persons.

In total, under the ICF-MR Restructuring Initiative in FY 2006, approximately \$16 million AF was spent on waiver costs, \$4.2 million AF on MA card costs for relocated individuals in the community, and \$66.9 million AF for the costs of individuals residing in ICF-MR or nursing home institutions, for a total program cost of \$87.1 million AF. Thus, the cost of the entire ICF-MR program for FY 2006, \$87.1 million AF, was below the FY 2006 budgeted level of \$100.6 million AF. The balance of the funding is offsetting the loss of bed tax revenue related to the initiative or being carried forward to support the program in FY07.

Staff turnover

Attachment A provides 2005 staff turnover rates for ICFs-MR. The source of this information is the 2005 Annual Survey of Nursing Homes. The attachment sorts the facilities by county and identifies the city or town where the facility is located. Staff turnover rates are provided for both full and part time staff for three professions: Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Nursing Assistants (NAs). The turnover rate is calculated by dividing the new staff hired in 2005 by the number of staff on the payroll on 12/31/05, and multiplying this result by 100.

The 2005 statewide turnover rates for staff in ICFs-MR are as follows:

Full time RNs: 20%
Part time RNs: 18%
Full time LPNs: 16%
Part time LPNs: 19%
Full time NAs: 28%
Part time NAs: 38%

RELOCATIONS FROM STATE CENTERS FOR THE DEVELOPMENTALLY DISABLED

Background

Relocations from the three State Centers for the Developmentally Disabled are implemented under the CIP 1A program, which began in 1981. To date, 1,319 people have relocated to the community from the three State Centers. In FY 2006, 31 people relocated from the State Centers into the Community. Northern Wisconsin Center no longer provides long term care and treatment for individuals. All three Centers provide short-term intensive treatment for individuals with developmental disabilities residing in the community.

Impact on Health and Safety

The procedures to ensure health and safety described under the ICF-MR Restructuring Initiative also apply to people who relocate from the three State Centers. The Department, counties and providers have structured protocols in place to assure the health and safety needs of individuals with developmental disabilities are met in their community setting. There were no reported incidents that jeopardized health and safety related to the 31 individuals who relocated in FY 2006. There was one death in the community from natural causes.

Involvement of Guardians and Family Members

Counties involve the guardians in preparing the relocation plans. When a person is relocated from a State Center, the plan for that individual's care is signed by the guardian indicating their acceptance of the plan. Guardians agreed with the plans of all 31 persons relocated.

The Department places a high priority in assuring guardians are positive about the relocation process and about the services and supports their wards receive in the community. Information obtained from a survey of guardians of people who relocated from Northern Wisconsin Center provides positive findings related to those people who previously relocated to the community. The survey was conducted by APS Healthcare in early 2006 regarding 133 people who were relocated from Northern Wisconsin Center. The survey was sent to guardians of people relocated and guardians representing 101 of the people relocated completed the survey for a response rate of 76%.

Overall, reaction to the relocation effort at Northern Wisconsin Center has been positive among the guardians of the relocated residents. Ninety-seven percent of guardians indicated that they were adequately included in the relocation decision making process. Ninety-five percent of guardians feel their ward is safe in their new community setting, and 87% believe their ward has increased opportunities for social interaction and participation in the community. Most guardians indicate that their wards' social (94%), emotional (91%), health care (92%) and mental health care (78%) needs are adequately met in their new community setting. Most guardians believe that their wards' overall happiness and satisfaction with their new living arrangement is either better (62%) or the same (32%) as it was while at Northern Wisconsin Center.

Nature and Duration of Relocations and Diversions

The following table shows the living arrangement for those people relocated from the three Centers in FY 2006. Of the 31 people who relocated, 19% relocated to their own home or apartment, 19% relocated to 1-2 bed adult family homes, 55% relocated to 3-4 bed adult family homes, and 7% relocated to 5-8 bed community-based residential facilities. Only two persons did not remain in their community placements, one individual who returned to the facility for behavioral reasons, and one person died of natural causes.

Living Arrangements of Relocated Individuals FY 2006	
Own Home or Apartment	6
1 or 2 Bed Adult Family Home	6
3 or 4 Bed Adult Family Home	17
5 – 8 Bed CBRF	2
Total	31

Costs Under the Medical Assistance Program

In FY 2006, 31 residents relocated from the State Centers. While in the Centers, the 31 residents had total Medicaid costs of \$677.25 AF per day, of which \$653.50 reflects the Medicaid rate to the Centers for institutional care and \$23.77 reflects MA Card Services. After relocation, total daily Medicaid costs declined to an average of \$363.91 AF per day, of which \$297.08 was for CIP IA waiver services and \$66.83 was for MA card services. Daily average cost declined by \$313.36 AF. In FY 2006, the 31 relocated individuals had a total of 6,272 days (average of 202 days per individual) in the community, so that total costs declined by \$1,965,400 AF as a result of these relocations.

COMMUNITY RELOCATION INITIATIVE

Background

The Community Relocation Initiative was authorized in 2005 Wisconsin Act 25 (2005-2007 Biennial Budget). This initiative gives elders and persons with physical disabilities the opportunity to relocate from nursing homes. People being cared for in nursing homes have a choice to remain in their current setting, where they are comfortable and well cared for, or move to the community, if their care needs can be met at home, in an apartment or in an assisted living setting. The funding being used for an individual's institutional care "follows" the person into the community to be used in the home and community-based waiver.

From July 1, 2005 through June 30, 2006, a total of 607 people relocated from nursing homes under the Community Relocation Initiative. The number of participants exceeded the projected number of 540 assumed in the 05-07 biennial budget act for this period. Of the people relocated, 497 or 82% had been in the nursing home more than 100 days, 368 or 61% for six months or more, and 230 or 38% relocated after having been in the nursing home for more than one year.

The following tables provide detail on the number of people relocated under these programs, the Community Integration Program II (CIP II), the Family Care Program, and the PACE/Partnership Program and the length of time in the nursing home prior to relocation. Numbers in the tables that follow are based on fiscal year 2006 relocation data available as of July 2006.

Number of Individuals Relocated from Nursing Homes			
Program	Elder	PD	Total
CIP II – CRI	264	117	381
Family Care	128	50	178
Pace / Partnership	39	9	48
Total	431	176	607

Length of Time in Nursing Home Prior to Relocation						
Program	≤ 100 Days	101 - 179 Days	6 m - 1 yr	> 1yr	Total	
CIP II – CRI	47	80	101	153	381	*
Family Care	57	43	32	46	178	**
Pace / Partnership	6	6	5	31	48	**
Total	110	129	138	230	607	

* Counts all days in NH as of initial admission date as stated by NH or care manager

** Counts only MA days based on MDS starting in CY 2004

Impact on Health and Safety

For people who are frail elders and people with physical disabilities who relocate from nursing facilities, a care manager assesses the person's needs, develops a care plan and arranges for needed services. For people served under the Home and Community-Based Waiver (CIP II), the county is responsible for the care management. For people served by Family Care, PACE, and the Partnership program, the Managed Care Organization provides the care management services.

For people served under the CIP II program, each person's care plan is reviewed by the State's quality assurance contractor prior to state approval to ensure that critical needs are addressed with adequate services. Within 30 days after relocation, the care manager visits the participant to ensure that services are being provided and are appropriate to the person's needs and the person is safe. The care manager prepares a written report on his/her findings for the agency file and sends a report to the state. The care manager makes, at a minimum, monthly contacts with the participant or family or any provider to check on the person's progress and make any needed changes. The care manager is required to visit the participant 90 days after starting on the program, again checking on progress and making needed changes to the care/service plan.

Every year, half of the counties administering the CIP II program receive a quality assurance monitoring review by the state's quality assurance contractor. These reviews include a review of client files at the local agency to ensure that all requirements are adhered to. Also, each year a random sample of 500 participants receive a home visit by the quality assurance contractor to check on the health, safety and well-being of participants. In 2006, those individuals who relocated were over sampled, meaning as many people as possible who relocated received a state level interview to determine the adequacy of care and services being provided. The State's quality assurance contractor conducts a telephone interview with individuals who left the program and return to the nursing home or with the family of persons who died after relocating. The purpose of these contacts is to determine whether any changes could have made the process better.

Effective May 1, 2006, a process was established to require a 30-day and 90-day questionnaire to be submitted by the county care manager to the Department. Care managers complete these questionnaires as part of their already required contacts with the participant as part of the home and community-based waiver care management protocols. The Department will be able to provide information from the questionnaires in future reports.

For people served in Family Care, the care management team, which includes a nurse, completes an initial service plan, addressing current needs including safety and risk, within 10 days of enrollment, which may precede relocation. In the Partnership program, care management teams also include a nurse practitioner and occur prior to enrollment. A comprehensive assessment is completed within 30 days of enrollment, and a comprehensive services plan within 60 days. Completeness, consumer choice, appropriateness of services, and coordination between long-term care and primary and acute medical care are subject to contractual requirements. Internal care-plan quality-control procedures—that may include supervisory review or peer review or both—review compliance with these requirements. Internal care-plan quality-control procedures also include reviews by an External Quality Review Organization (EQRO) that further examine care plan quality specific to practice guidelines, continuity and coordination of care, and coverage and authorization of services.

Care managers visit the relocated members on a schedule determined by each member’s need or at least once every 90 days to assess success of the care, needs, adequacy of services, and consumer satisfaction and choice. Depending on the member’s individual needs and preferences, these visits may involve the nurse care manager or the social services coordinator, or both. Documented re-assessments and care plan revisions occur as needed or at least once every six months. The EQRO reviews records of the frequency of care-manager contact, and the collaboration within the care-management team, during its file reviews and other quality reviews, which are conducted at various times throughout the year for each managed-care organization. Additional more targeted review may occur for any individual in the event that there are any quality issues identified in other care plans, complaints, grievances, or critical incidents.

Involvement of Guardians and Family Members

Most persons relocated under the Community Relocation Initiative do not have guardians. However, where people do have guardians, the guardians are involved in efforts to relocate or divert individuals from institutions.

For persons who are competent to make their own decisions, family members are involved to the extent preferred by the individual participant. The Department does not keep a record of family involvement in care planning for individuals who are competent to make their own decisions.

Nature and Duration of Relocations and Diversions

This initiative confirms that many people when given the choice, will choose to live at home, in an apartment or in an assisted living setting as long as they know they can get the help and services they need to manage. Significantly, 154 individuals over the age of 85 years chose to make the change that enabled them to live and receive services outside of the nursing home.

Number of Individuals Relocated by Age							
Program	18 - 49	50 - 64	65 - 74	75 - 84	85 - 99	≥ 100	Total
CIP II - CRI	42	75	64	100	99	1	381
Family Care	7	43	38	60	30	0	178
Pace / Partnership	1	8	2	13	23	1	48
Total	50	126	104	173	152	2	607

Information on the living arrangement for those relocated is currently available for people relocated under the CIP II Program. Of the 381 people of all ages who relocated under the CIP II program, 36% relocated to their own home or apartment, 50% relocated to a community-based residential facility, 4% relocated to a residential care apartment complex, and 10% relocated to an adult family home, which is a care setting for one to four people. While slightly over two thirds of elders are going to some type of assisted living setting, almost one-third are able to receive care at home or in an apartment. People with physical disabilities more frequently chose to live in their own home.

Where Relocated Persons Move To Under the Community Integration Initiative (CIP II) As of June 30, 2006					
	Home/Apts	CBRF	RCAC	AFH	Total
Elder	85	147	12	20	264
PD	52	41	4	20	117
Total	137	188	16	40	381

Of the 381 individuals relocated through the CIP II program in FY 2006, fourteen died of natural causes and seventeen returned to a nursing home.

Costs and Savings to Medicaid

The following table shows for individuals relocated under CRI, the average cost in the nursing home setting, the average cost in the community setting, and the average savings in the community by the three programs involved (CIP II, Family Care, PACE/Partnership). Taking into account all three programs, the State saved an average of \$35.33 per day per person relocated under the CRI. In FY 2006, the 607 CRI relocations accounted for \$3,723,600 AF in Medicaid savings. This savings level exceeded the SFY 2006 savings of \$1,950,700 AF assumed in the 05-07 biennial budget act by \$1,772,900 AF.

Preliminary Cost Information - Average Daily Costs Includes People Relocated as of 6/30/06								
		(1)	(2)	(3)	(4)	(5)	(6)	
Program	#	Facility Costs	Facility Card Costs	Facility Total	Prelim. Program Costs	Community Card Costs	Community Total	Average Savings
CIP II – CRI	381	\$106.67	\$22.03	\$128.70	\$70.67	\$34.10	\$104.77	\$23.93
Family Care	178	\$117.54	\$28.11	\$145.65	\$68.22	\$17.50	\$85.72	\$59.93
PACE/Partnership	48	\$114.19	\$25.05	\$139.23	\$104.55	N/A	\$104.55	\$34.68
Total/Average	607	\$110.46	\$24.05	\$134.50	\$72.63	N/A	\$99.17	\$35.33

Notes

CIP II:

- (1&2) All Medicaid costs related to nursing home stay are based on paid claims as reported in MMIS averaged over prior three months. Some lag exists in data.
- (4) Includes allowance for county administrative costs.
- (5) Estimated card costs

Staff Turnover

Attachment B provides 2005 staff turnover rates for Nursing Facilities. The source of this information is the 2005 Annual Survey of Nursing Homes. The attachment sorts the facilities by county and identifies the city or town where the facility is located. Staff turnover rates are provided for both full and part time staff for three professions: Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Nursing Assistants (NAs).

The 2005 statewide turnover rates for staff in Nursing Facilities are as follows:

Full time RNs: 30%

Part time RNs: 38%

Full time LPNs: 32%

Part time LPNs: 50%

Full time NAs: 44%

Part time NAs: 62%

NURSING HOME DIVERSION INITIATIVE

Background

2005 Wisconsin Act 355 authorized the Department to use the funding provided for relocations from nursing homes under the Community Integration Program II (CIP II) for diversions from admission to nursing homes. To be eligible for these diversion funds, a person is required to meet certain risk criteria as defined by the Department in addition to meeting the functional and financial eligibility criteria for CIP II. The statute authorizes the Department to provide an enhanced CIP II rate for up to 150 individuals who are diverted from imminent entry into a nursing home.

To be eligible for diversion funding, an individual must meet all of the following criteria:

- Belong to a target group served by CIP II (elderly age 65 or older and/or have a physical disability)
- Be functionally and financially eligible for the CIP II program;
- Reside or intend to reside in a community setting that is eligible for CIP II;
- Meet high risk criteria for imminent entry into a nursing home;
- The costs of the person's Medicaid funded community care plan must be no greater than the Medicaid costs the person would have incurred in the nursing home. The care must be cost-neutral.

As a part of the diversion initiative, the Department was required to develop and utilize criteria to determine who is at imminent risk of entry into a nursing home. In developing the criteria, the Department reviewed national studies, analyzed Wisconsin data and consulted with county long-term support coordinators and staff. Factors that are considered in the criteria include:

- Meeting an intensive skilled nursing (ISN) level of care;
- Facing an imminent loss of current living arrangement;
- Having a fragile or insufficient informal caregiver arrangement;
- Having a terminal illness;
- Having multiple other factors that are associated with nursing home entry.

Impact on Health and Safety

The process for assuring health and safety in the CIP II program was described in the previous section.

Involvement of Guardians and Family Members

Generally persons diverted from skilled nursing facilities do not have guardians. However, where people do have guardians, the guardians are involved in efforts to relocate or divert individuals from institutions.

For persons who are competent to make their own decisions, family members are involved to the extent preferred by the individual participant. The Department does not keep a record of family involvement in care planning for individuals who are competent to make their own decisions.

Nature and Duration of Relocations and Diversions

The Department collected information on where individuals were living at the time of application (“current”) and where they were planning to reside after enrolling in the CIP II diversion opportunity. Most of the individuals remained in their current living arrangements. Almost 65% preferred to live in a home or apartment either alone or with family, 30% either remained in or moved to a community-based residential facility or adult family home, and 5% either remained in or moved to a residential care apartment complex. Two individuals in a hospital were diverted from admission to a nursing home.

Living Arrangement - CIP II Diversions		
Setting	Current	Proposed
AFH	2	4
CBRF	33	39
Home Alone	39	33
Home w/ Family	60	61
Hospital	2	0
RCAC	9	8
TOTAL	145	145

All 150 of the slots authorized by the legislation in April 2006 were filled by June 30, 2006.

Cost and Savings to Medicaid

In order to assure that the diversion program was cost neutral—that is the cost of the person in the community did not exceed the projected cost in a nursing home—the Department established a maximum per diem cost to Medicaid. The Department used its experience with the Community Relocation Initiative to establish the cost neutrality threshold for this funding. When the program was implemented, the average nursing home daily Medicaid cost in the CIP II - Community Relocation was \$127 (includes nursing home per diem and other Medicaid card costs). After allowing for Medicaid card costs in the community and the seven percent waiver administration allowance, the maximum waiver per diem was set at \$85. Only waiver care plans less than or equal to this per diem were approved for funding. The actual average daily waiver cost was \$45.47 AF, as shown below.

CIP II – Diversions		
Average Waiver Per Diem by Target Group		
Target Group	Count	Average Per Diem
ELD	98	\$46.75
PD	47	\$42.80
TOTAL/AVG	145*	\$45.47

CIP II – Diversions		
Average Waiver Per Diem by Age Group		
Age Group	Count	Average Per Diem
18-49	16	\$41.70
50-64	29	\$44.43
65-74	18	\$53.15
74-84	46	\$42.24
85-99	36	\$48.28
100+	0	
TOTAL	145*	\$45.47

*Detailed data is available on 145 of the 150 individuals approved for diversion funding. Four left the program and one was in process

Staff Turnover

Attachment B provides 2005 staff turnover rates for Nursing Facilities. The source of this information is the 2005 Annual Survey of Nursing Homes. The attachment sorts the facilities by county and identifies the city or town where the facility is located. Staff turnover rates are provided for both full and part time staff for three professions: Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Nursing Assistants (NAs). The turnover rate is calculated by dividing the new staff hired in 2005 by the number of staff on the payroll on 12/31/05, and multiplying this result by 100.

The 2005 statewide turnover rates for staff in Nursing Facilities are as follows:

- Full time RNs: 30%
- Part time RNs: 38%
- Full time LPNs: 32%
- Part time LPNs: 50%
- Full time NAs: 44%
- Part time NAs: 62%

2005 Staff Turnover Rates in Intermediate Care Facilities for the Mentally Retarded

Facility Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Brown Cty Health Care Ctr Bayview FDD	BROWN	GREEN BAY	0	0	0	0	8	0
Eagleton Home FDD	CHIPPEWA	BLOOMER	0	33	67	0	100	45
Northern WI Ctr FDD	CHIPPEWA	FALLS	0	33	0	0	0	NS
Clark Cty Health Care Ctr FDD	CLARK	OWEN	0	100	NS	0	24	40
Central WI Ctr FDD	DANE	MADISON	21	16	19	15	44	24
McCarthy Nursing Home FDD	DANE	STOUGHTON	0	0	NS	0	0	22
Clearview Fdd	DODGE	JUNEAU	0	0	0	0	3	62
Dunn Cty HCC FDD	DUNN	MENOMONIE	NS	0	0	0	0	0
Sheltered Village Of Ripon FDD	FOND DU LAC	RIPON	0	0	33	50	65	175
Orchard Manor FDD	GRANT	LANCASTER	NS	NS	NS	NS	NS	NS
Bethesda LHS Clara Werner FDD	JEFFERSON	WATERTOWN	NS	NS	NS	NS	69	18
Bethesda LHS Dierker Olson FDD	JEFFERSON	WATERTOWN	0	33	7	27	44	57
St Coletta of Wisconsin Inc Alverno FDD	JEFFERSON	JEFFERSON	0	NS	14	50	52	57
Lakeview Health Ctr FDD	LA CROSSE	WEST SALEM	0	50	0	NS	29	42
Rainbow House FDD	MANITOWOC	MANITOWOC	NS	0	NS	0	0	0
Milwaukee Cty MHC FDD	MILWAUKEE	WAUWATOSA	0	25	0	31	2	40
Rolling Hills Rehab Ctr FDD	MONROE	SPARTA	NS	0	NS	38	0	107
Racine Residential Care FDD	RACINE	RACINE	0	0	0	0	32	78
Southern WI Ctr FDD	RACINE	UNION GROVE	33	25	38	NS	17	30
Sauk Cty HCC FDD	SAUK	REEDSBURG	100	200	0	0	0	100
Maple Lane Health Care Ctr FDD	SHAWANO	SHAWANO	NS	NS	NS	NS	NS	NS
Rocky Knoll Health Care Facility FDD	SHEBOYGAN	PLYMOUTH	NS	NS	NS	NS	NS	NS
Trempealeau Cty HCC FDD	TREMPEALEAU	WHITEHALL	50	0	0	100	8	100
Pine Manor HCC FDD	WAUPACA	CLINTONVILLE	NS	NS	NS	NS	NS	NS
Norwood Health Ctr Fdd	WOOD	MARSHFIELD	NS	NS	NS	NS	NS	NS

1) NS means these were no staff in the category on 12/31/05

2) Source: Annual Survey of Nursing Homes 2005

3) A turnover rate is calculated by dividing the new staff hired in 2005 by the number of staff on payroll on 12/31/05 and multiplying this results by 100.

Attachment B

2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
EXTENDED CARE	ADAMS	FRIENDSHIP	0	0	50	0	13	23
Villa Pines Living Ctr	ADAMS	FRIENDSHIP	25	50	0	60	25	150
Ashland Health And Rehab Ctr	ASHLAND	ASHLAND	43	67	29	67	55	157
Court Mnr Hlth Rehab Svcs	ASHLAND	ASHLAND	18	71	33	80	37	54
Mellen Manor	ASHLAND	MELLEN	0	67	0	50	14	63
Barron Memorial Med Ctr Snf	BARRON	BARRON	0	0	0	NS	7	23
Barron Riverside Manor	BARRON	BARRON	25	60	33	100	48	117
Cumberland Memorial Hsptl ECU	BARRON	CUMBERLAND	0	25	NS	50	33	55
Dallas Health Care Ctr	BARRON	DALLAS	0	0	75	100	74	67
Heritage Manor	BARRON	RICE LAKE	0	33	14	133	29	96
Knapp Haven Nursing Home	BARRON	CHETEK	25	22	0	50	42	75
Pioneer Nursing Home	BARRON	PRAIRIE FARM	50	75	NS	100	0	80
Rice Lake Convalescent Ctr	BARRON	RICE LAKE	100	17	40	240	27	114
Northern Lights HCC	BAYFIELD	WASHBURN	17	11	0	33	55	38
Anna John Nursing Home	BROWN	DE PERE	0	100	20	50	0	75
Bornemann Nursing Home	BROWN	GREEN BAY	13	40	10	17	41	90
Brown Cty Health Care Ctr	BROWN	GREEN BAY	0	0	0	0	8	7
Grancare Nursing Ctr	BROWN	GREEN BAY	100	167	75	57	106	60
Ledge View Nursing Ctr Inc	BROWN	DE PERE	NS	50	0	0	0	33
Manorcare Health Services East	BROWN	GREEN BAY	29	NS	40	NS	38	117
Manorcare Health Services West	BROWN	GREEN BAY	10	50	11	100	74	91
Odd Fellow Home	BROWN	GREEN BAY	40	0	100	60	26	48
Parkview Manor Healthcare, LLC	BROWN	GREEN BAY	80	100	110	100	71	111
Rennes Health Ctr Depere	BROWN	DE PERE	50	33	150	75	105	121
San Luis Medical And Rehab	BROWN	GREEN BAY	89	40	23	50	60	78
Santa Maria Nursing Home Inc	BROWN	GREEN BAY	20	0	25	NS	40	36
Western Village	BROWN	GREEN BAY	50	40	22	50	44	24
Woodside Lutheran Home	BROWN	GREEN BAY	0	27	0	23	0	34
American Lutheran Home Mondovi	BUFFALO	MONDOVI	20	50	13	46	0	48
St Michaels Lutheran Home	BUFFALO	FOUNTAIN CITY	200	100	20	350	67	140
Burnett Med Ctr	BURNETT	GRANTSBURG	0	0	0	0	32	24

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Capeside Cove Good Samaritan	BURNETT	SIREN	50	50	NS	80	120	36
Calumet Homestead Rehab Ctr	CALUMET	NEW HOLSTEIN	0	33	0	80	0	36
CHILTON CARE CTR	CALUMET	CHILTON	0	0	0	0	11	63
Willowdale Nur and Rehab Ctr	CALUMET	NEW HOLSTEIN	0	0	0	14	200	42
Chippewa Manor Nursing Home	CHIPPEWA	FALLS	0	38	0	33	31	94
Cornell Area Care Ctr	CHIPPEWA	CORNELL	43	100	50	50	69	138
Hetzel Care Ctr Inc	CHIPPEWA	BLOOMER	50	100	100	160	100	126
Maple Wood Nursing Home	CHIPPEWA	BLOOMER	20	0	0	0	33	14
RUTLEDGE HOME	CHIPPEWA	FALLS	43	100	0	100	72	91
Center	CHIPPEWA	FALLS	67	60	78	56	104	38
Clark Cty Hcc	CLARK	OWEN	40	13	27	25	11	12
Colonial Ctr	CLARK	COLBY	25	100	20	0	47	130
Neillsville Memorial Home	CLARK	NEILLSVILLE	13	0	10	0	9	33
Oakbrook Health And Rehab	CLARK	THORP	14	0	0	100	54	93
Columbia Health Care Ctr	COLUMBIA	WYOCENA	40	27	0	60	3	55
Columbus Nursing and Rehab Ctr	COLUMBIA	COLUMBUS	50	30	17	55	55	67
Divine Savior Healthcare Inc	COLUMBIA	PORTAGE	71	80	14	33	37	50
Lodi Good Samaritan Ctr	COLUMBIA	LODI	0	8	100	22	38	39
Wisconsin Dells Health and Rehab	COLUMBIA	DELLS	113	58	114	150	65	72
Prairie Maison	CRAWFORD	CHIEN	50	150	27	100	22	80
Sannes Skogdalen Heim	CRAWFORD	GROVE	0	67	0	80	0	46
Attic Angel Place HC	DANE	MIDDLETON	0	33	NS	0	86	80
Badger Prairie Health Care Ctr	DANE	VERONA	0	7	25	13	0	45
Belmont Nrsg and Rehab Ctr	DANE	MADISON	50	100	20	86	27	129
City View Nursing Home	DANE	MADISON	50	200	100	100	33	215
Four Winds Manor	DANE	VERONA	25	100	50	0	117	82
Heartland Country Village	DANE	BLACK EARTH	0	25	0	0	33	38
Ingleside Nursing Home	DANE	MOUNT HOREB	33	67	33	17	56	48
Karmenta Ctr	DANE	MADISON	75	57	46	200	139	129
Meriter Health Ctr	DANE	MADISON	67	0	0	9	67	45
Middleton Village Nursing and Rehab	DANE	MIDDLETON	38	100	13	133	50	145

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Nazareth House	DANE	STOUGHTON	43	100	22	67	69	43
REHABILITATION CTR	DANE	MADISON	56	33	67	67	85	100
Oakwood Luth Home Hebron Oaks	DANE	MADISON	33	71	0	71	50	53
Oregon Manor Ltd	DANE	OREGON	0	0	14	0	38	50
Rest Haven Health Care Ctr	DANE	VERONA	0	0	0	25	0	25
Skaalen Sunset Home Inc	DANE	STOUGHTON	10	0	22	70	30	45
St Marys Care Ctr	DANE	MADISON	30	29	100	19	35	57
Sun Prairie Health Care Ctr	DANE	SUN PRAIRIE	0	0	0	0	17	53
Sunny Hill Health Care Ctr	DANE	MADISON	50	67	50	67	107	29
Waunakee Manor Health Care Ctr	DANE	WAUNAKEE	43	400	50	60	65	31
Willows Nur and Rehab	DANE	SUN PRAIRIE	67	150	63	300	32	140
Beaver Dam Care Ctr	DODGE	BEAVER DAM	14	0	33	40	38	40
Beverly Terrace	DODGE	WATERTOWN	38	80	20	11	75	77
Ctr	DODGE	WAUPUN	0	0	0	14	58	66
Clearview North	DODGE	JUNEAU	0	0	0	20	8	41
Clearview South	DODGE	JUNEAU	0	17	0	11	12	50
Continental Mnr Health Rehab	DODGE	RANDOLPH	0	50	0	0	44	37
Hillside Manor	DODGE	BEAVER DAM	41	100	23	13	49	53
Hope Health And Rehab	DODGE	LOMIRA	67	100	50	60	33	156
Marquardt Memorial Manor	DODGE	WATERTOWN	10	9	NS	7	0	13
Mayville Nursing Rehab Ctr	DODGE	MAYVILLE	178	100	136	100	180	100
Door Cty Memorial Hospital SNF	DOOR	BAY	100	11	0	40	0	44
Dorchester Health and Rehab	DOOR	BAY	17	29	18	60	47	56
Scandia Village Good Samaritan Ctr	DOOR	SISTER BAY	100	31	NS	0	67	24
Beverly Health Rehab Ctr	DOUGLAS	SUPERIOR	11	100	20	40	30	50
Middle River HCC	DOUGLAS	SOUTH RANGE	0	50	0	44	0	41
HEALTH AND REHABILITATION	DOUGLAS	SUPERIOR	33	23	25	28	6	36
Villa Marina Health Rehab	DOUGLAS	SUPERIOR	33	0	0	33	18	25
Menomonie	DUNN	MENOMONIE	13	0	50	100	72	52
Area Nursing Home Inc	DUNN	COLFAX	0	11	0	0	6	15
Dunn County Health Care Ctr	DUNN	MENOMONIE	40	10	167	31	0	65

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Augusta Area Nursing Home	EAU CLAIRE	AUGUSTA	25	0	NS	25	10	56
Clairemont Nursing and Rehab	EAU CLAIRE	EAU CLAIRE	33	0	50	213	81	143
Dove Healthcare Nursing and Rehab	EAU CLAIRE	EAU CLAIRE	33	43	47	167	57	96
Fall Creek Valley Care Ctr	EAU CLAIRE	FALL CREEK	50	20	50	50	73	111
Oakwood Villa	EAU CLAIRE	ALTOONA	55	150	29	75	130	115
Syverson Lutheran Home	EAU CLAIRE	EAU CLAIRE	7	14	33	33	59	107
Florence Villa	FLORENCE	FLORENCE	0	0	0	0	0	17
All About Life Rehabilitation Ctr	FOND DU LAC	FOND DU LAC	38	0	8	50	11	50
Fond Du Lac Cty Health Care	FOND DU LAC	FOND DU LAC	20	14	13	80	10	29
Fond Du Lac Lutheran Home Inc	FOND DU LAC	FOND DU LAC	17	53	NS	22	0	60
FOUNTAIN VIEW CARE CENTER	FOND DU LAC	RIPON	33	50	25	100	5	63
Grancare Nursing And Rehab Ctr	FOND DU LAC	FOND DU LAC	0	0	0	60	36	83
Manorcare Health Services	FOND DU LAC	FOND DU LAC	13	NS	71	43	23	42
Rolling Meadows Nur and Rehab	FOND DU LAC	FOND DU LAC	0	33	0	11	0	82
St Francis Home	FOND DU LAC	FOND DU LAC	25	27	0	13	27	29
Transitional Care Unit	FOND DU LAC	FOND DU LAC	33	0	100	33	0	71
Villa Loretto Nursing Home	FOND DU LAC	CALVARY	25	0	0	0	55	57
Crandon Nursing Home	FOREST	CRANDON	18	25	0	0	44	71
Nu Roc Community Healthcare Inc	FOREST	LAONA	50	29	0	0	33	46
Samaritan	GRANT	FENNIMORE	33	0	20	60	23	100
Grays Nursing Home	GRANT	PLATTEVILLE	50	50	NS	50	0	125
HEARTLAND HCC PLATTEVILLE	GRANT	PLATTEVILLE	43	100	0	67	65	82
Lancaster Care Ctr	GRANT	LANCASTER	0	100	0	17	5	33
Memorial Nursing Home	GRANT	BOSCOBEL	25	0	0	50	8	32
Orchard Manor	GRANT	LANCASTER	0	27	NS	13	5	16
Riverdale Health Care And Rehab	GRANT	MUSCODA	67	NS	25	100	100	133
Southwest Health Ctr	GRANT	CUBA CITY	33	22	25	29	43	43
St Dominic Villa	GRANT	HAZEL GREEN	29	29	0	25	30	28
Monroe Manor Nursing And Rehab	GREEN	MONROE	0	67	80	167	63	112
New Glarus Home Inc	GREEN	NEW GLARUS	0	50	0	13	33	37
Pleasant View Nursing Home	GREEN	MONROE	0	25	0	60	0	37

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Woods Crossing At Woods Point	GREEN	BRODHEAD	100	114	100	111	100	130
Juliette Manor	GREEN LAKE	BERLIN	33	14	0	29	43	58
Markesan Resident Home Inc	GREEN LAKE	MARKESAN	20	14	25	33	41	57
Sunnyview Health Care Center	GREEN LAKE	PRINCETON	67	NS	0	0	13	44
Bloomfield Manor Nursing Home	IOWA	DODGEVILLE	33	67	0	0	16	47
Mineral Point Care Ctr	IOWA	MINERAL POINT	100	40	100	57	25	57
Upland Hills Nur and Rehab	IOWA	DODGEVILLE	50	11	100	0	0	54
Sky View Nursing Ctr	IRON	HURLEY	0	NS	0	100	63	125
Villa Maria Health Rehab Ctr	IRON	HURLEY	14	NS	50	100	57	63
Family Heritage Care Ctr	JACKSON	FALLS	0	20	33	0	10	115
Pine View Care Ctr	JACKSON	FALLS	0	0	0	25	13	60
Countryside Home	JEFFERSON	JEFFERSON	14	0	11	75	2	57
Fort Atkinson Subacute CC	JEFFERSON	ATKINSON	0	0	0	50	0	10
Fort Health and Rehab Ctr	JEFFERSON	ATKINSON	44	100	67	25	88	50
Willowbrook Nur and Rehab	JEFFERSON	LAKE MILLS	125	100	25	75	41	125
Crest View	JUNEAU	NEW LISBON	0	14	0	50	0	44
Fair View Home	JUNEAU	MAUSTON	0	0	0	67	9	66
Heritage Manor	JUNEAU	ELROY	0	150	0	50	0	96
Beverly Healthcare Kenosha	KENOSHA	KENOSHA	20	80	43	180	108	123
Brookside Care Ctr	KENOSHA	KENOSHA	8	0	0	100	0	41
Clairidge House	KENOSHA	KENOSHA	50	50	33	150	70	210
REHABILITATION CTR	KENOSHA	PRAIRIE	58	88	17	467	79	126
MANOR	KENOSHA	KENOSHA	64	111	82	70	128	171
Hospitality Nursing Rehab Ctr	KENOSHA	KENOSHA	33	133	89	43	103	56
Sheridan Medical Complex	KENOSHA	KENOSHA	113	75	100	225	56	193
St Josephs Home	KENOSHA	KENOSHA	20	33	100	33	25	62
Woodstock Health and Rehab	KENOSHA	KENOSHA	35	NS	44	300	64	71
Algoma Long Term Care Unit	KEWAUNEE	ALGOMA	0	0	0	60	38	38
Kewaunee Care Ctr	KEWAUNEE	KEWAUNEE	0	33	0	50	6	63
Bethany Riverside	LA CROSSE	LA CROSSE	0	38	0	27	0	76
Bethany St Joseph Care Ctr	LA CROSSE	LA CROSSE	0	17	0	25	0	49

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Hillview Health Care Ctr	LA CROSSE	LA CROSSE	13	14	0	0	15	29
La Crosse Nursing Home	LA CROSSE	LA CROSSE	0	40	NS	0	0	10
Lakeview Health Ctr	LA CROSSE	WEST SALEM	7	29	8	29	18	38
Mulder Health Care Facility	LA CROSSE	WEST SALEM	56	13	17	67	21	105
Onalaska Care Ctr	LA CROSSE	ONALASKA	0	25	0	17	0	36
St Josephs Rehab Ctr	LA CROSSE	LA CROSSE	44	100	0	33	74	45
Lafayette Manor	LAFAYETTE	DARLINGTON	0	17	50	100	0	26
Eastview Medical And Rehab Ctr	LANGLADE	ANTIGO	27	33	40	75	19	86
Golden Age Nursing Home	LINCOLN	TOMAHAWK	33	45	33	33	22	88
Pine Crest Nursing Home	LINCOLN	MERRILL	0	26	0	67	0	53
Riverview Rehab and Care Ctr	LINCOLN	TOMAHAWK	50	20	0	0	20	75
Hamilton Memorial Home	MANITOWOC	TWO RIVERS	0	17	20	40	4	84
Manitowoc Health Care Ctr	MANITOWOC	MANITOWOC	11	56	0	23	0	54
North Ridge Medical and Rehab Ctr	MANITOWOC	MANITOWOC	0	67	56	33	15	20
Rivers Bend Health Rehab	MANITOWOC	MANITOWOC	38	67	25	117	41	148
Shady Lane Nursing Care Ctr	MANITOWOC	MANITOWOC	30	29	50	50	67	45
St Marys Home For The Aged	MANITOWOC	MANITOWOC	0	60	0	20	2	67
Colonial Manor Medical Rehab Ctr	MARATHON	WAUSAU	44	75	50	120	50	55
Continental Manor	MARATHON	ABBOTSFORD	25	0	40	200	31	24
Kennedy Park Medical And Rehab	MARATHON	SCHOFIELD	8	0	33	50	45	66
Marywood Convalescent Ctr	MARATHON	WAUSAU	18	57	25	80	83	47
North Central Health Care	MARATHON	WAUSAU	8	26	NS	33	NS	40
Wausau Manor	MARATHON	WAUSAU	17	0	33	0	39	42
Luther Home	MARINETTE	MARINETTE	0	21	0	44	4	51
Maryhill Manor Inc	MARINETTE	NIAGARA	17	75	0	125	0	114
Newcare Inc	MARINETTE	CRIVITZ	300	83	80	50	31	75
Rennes Health Ctr East	MARINETTE	PESHTIGO	0	25	0	40	0	57
Rennes Health Ctr West	MARINETTE	PESHTIGO	29	20	0	6	17	22
Whispering Oaks Care Ctr	MARINETTE	PESHTIGO	0	100	0	44	100	67
Montello Care Ctr	MARQUETTE	MONTELLO	0	0	25	50	37	18
Alexian Village Of Milwaukee	MILWAUKEE	MILWAUKEE	75	33	14	17	52	51

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Allis Care Ctr	MILWAUKEE	WEST ALLIS	25	67	69	144	21	77
Bel Air Care Center	MILWAUKEE	MILWAUKEE	73	50	25	79	28	31
Bradley Health Rehab Ctr	MILWAUKEE	MILWAUKEE	58	250	40	89	69	72
Cameo Care Ctr Inc	MILWAUKEE	MILWAUKEE	57	100	89	110	76	261
Clement Manor Health Care Ctr	MILWAUKEE	GREENFIELD	0	24	0	14	43	57
Colonial Manor	MILWAUKEE	MILWAUKEE	175	100	257	500	148	150
Dove Health Care At Glendale	MILWAUKEE	MILWAUKEE	91	125	159	69	212	92
TERRACE CONVALESCENT CTR	MILWAUKEE	MILWAUKEE	0	25	20	NS	4	32
CENTER	MILWAUKEE	MILWAUKEE	67	33	50	80	51	79
Franciscan Villa	MILWAUKEE	MILWAUKEE	11	46	14	53	53	92
Hales Corners Care Ctr	MILWAUKEE	CORNERS	50	67	43	100	52	107
Heritage Square Healthcare Ctr	MILWAUKEE	GREENDALE	15	38	17	200	124	200
HEALTHCARE CENTER	MILWAUKEE	MILWAUKEE	83	150	33	92	47	70
Hillview Healthcare Ctr	MILWAUKEE	MILWAUKEE	150	500	110	100	100	71
Jewish Home And Care Ctr	MILWAUKEE	MILWAUKEE	48	20	68	50	68	50
Luther Manor	MILWAUKEE	MILWAUKEE	6	50	10	10	21	61
Lutheran Home	MILWAUKEE	WAUWATOSA	16	57	0	43	9	33
Maplewood Ctr	MILWAUKEE	WEST ALLIS	15	31	25	14	53	36
Marian Franciscan Ctr	MILWAUKEE	MILWAUKEE	42	0	38	44	58	65
Mary Jude Nursing Home	MILWAUKEE	WEST ALLIS	0	25	0	67	0	71
Mercy Residential and Rehab Ctr	MILWAUKEE	MILWAUKEE	267	200	33	280	14	93
Millway Care Ctr	MILWAUKEE	MILWAUKEE	100	40	23	50	68	74
Milwaukee Catholic Home	MILWAUKEE	MILWAUKEE	0	42	0	28	19	45
HEALTH DIVISION REHAB	MILWAUKEE	MILWAUKEE	0	42	0	0	0	60
Milwaukee South Healthcare Center	MILWAUKEE	MILWAUKEE	300	300	80	153	100	114
Mitchell Manor	MILWAUKEE	WEST ALLIS	40	NS	0	56	82	144
Mount Carmel Health And Rehab	MILWAUKEE	MILWAUKEE	29	10	30	57	82	67
Palmer Ctr	MILWAUKEE	WEST ALLIS	0	50	0	0	0	60
Park Manor Health Care Ctr	MILWAUKEE	MILWAUKEE	17	NS	20	50	14	71
Plymouth Manor Nur and Rehab	MILWAUKEE	MILWAUKEE	100	60	275	63	90	25
Seven Oaks	MILWAUKEE	GLENDALE	20	60	0	56	42	51

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Silver Spring Health Rehab Ctr	MILWAUKEE	MILWAUKEE	100	NS	63	50	62	130
South Shore Manor	MILWAUKEE	BAYVIEW	0	14	0	50	55	257
Southpointe Healthcare Ctr	MILWAUKEE	GREENFIELD	50	50	80	58	93	70
St Annes Home For The Elderly	MILWAUKEE	MILWAUKEE	20	60	0	129	15	53
St Anns Rest Home	MILWAUKEE	MILWAUKEE	25	0	20	300	13	25
St Camillus Health Ctr	MILWAUKEE	WAUWATOSA	0	0	0	17	0	2
St Johns on the Lake	MILWAUKEE	MILWAUKEE	0	38	100	63	5	55
Sunrise Care Ctr Inc	MILWAUKEE	MILWAUKEE	0	20	0	13	23	68
Terrace at St Francis	MILWAUKEE	MILWAUKEE	30	100	0	50	39	44
TRINITY VILLAGE	MILWAUKEE	MILWAUKEE	114	136	100	163	33	61
Willowcrest Care Ctr	MILWAUKEE	MILWAUKEE	100	44	65	117	37	76
Wis Lutheran Care Ctr	MILWAUKEE	MILWAUKEE	30	63	60	55	32	18
Morrow Memorial Home	MONROE	SPARTA	22	0	50	50	13	36
Rolling Hills Rehab Ctr	MONROE	SPARTA	0	17	0	30	0	70
Tomah Health Care Ctr	MONROE	TOMAH	200	0	60	150	113	142
Sharpe Care	OCONTO	OCONTO FALLS	20	60	0	0	46	47
Woodland Village Nursing Home	OCONTO	SURING	50	NS	60	0	52	33
Woodlands Of Gillett	OCONTO	GILLETT	0	0	25	0	47	100
Woodlands Of Oconto	OCONTO	OCONTO	100	50	100	75	88	220
Dr Kate Newcomb Convalescent Ctr	ONEIDA	WOODRUFF	14	75	0	40	25	133
Friendly Village	ONEIDA	RHINELANDER	22	9	0	22	22	33
Taylor Park HC and Rehab Ctr	ONEIDA	RHINELANDER	17	13	67	0	37	33
Affinity Subacute Care	OUTAGAMIE	APPLETON	NS	46	NS	NS	50	100
Brewster Village	OUTAGAMIE	APPLETON	15	0	0	0	0	30
Colony Oaks Care Ctr	OUTAGAMIE	APPLETON	21	100	50	100	70	46
Franciscan Care and Rehab Ctr	OUTAGAMIE	APPLETON	25	23	NS	11	37	38
Good Shepherd Services Inc	OUTAGAMIE	SEYMOUR	20	83	11	17	48	45
Manorcare Health Services	OUTAGAMIE	APPLETON	63	400	50	200	49	125
Parkside Care Ctr	OUTAGAMIE	LITTLE CHUTE	0	75	40	400	21	75
Peabody Manor Inc	OUTAGAMIE	APPLETON	0	29	NS	22	0	34
Rennes Health Ctr Appleton	OUTAGAMIE	APPLETON	33	53	100	100	38	41

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
St Paul Elder Home	OUTAGAMIE	KAUKAUNA	25	47	NS	0	5	29
Cedar Springs Hlth and Rehab Ctr	OZAUKEE	CEDARBURG	36	33	25	40	89	338
Heritage Nursing and Rehab Ctr	OZAUKEE	WASHINGTON	0	200	0	50	67	67
PLACE	OZAUKEE	MEQUON	25	18	0	56	80	62
Lasata Care Ctr	OZAUKEE	CEDARBURG	6	50	13	50	52	23
Sarah Chudnow Campus	OZAUKEE	MEQUON	160	140	150	200	125	110
Oakview Care Ctr	PEPIN	DURAND	25	0	25	20	30	43
Pepin Manor	PEPIN	PEPIN	67	17	57	33	20	47
Ellsworth Care Ctr	PIERCE	ELLSWORTH	0	100	0	29	9	55
Heritage Of Elmwood NH	PIERCE	ELMWOOD	33	100	0	40	50	44
Kinnic Long Term Care	PIERCE	RIVER FALLS	67	33	0	40	115	50
Lutheran Home River Falls	PIERCE	RIVER FALLS	0	100	14	25	40	60
Plum City Care Ctr	PIERCE	PLUM CITY	67	25	0	0	21	76
COMMUNITY	PIERCE	PRESCOTT	33	0	0	29	0	55
Spring Valley HCC	PIERCE	VALLEY	100	NS	29	50	39	50
Community	POLK	FREDERIC	25	100	33	80	71	82
Golden Age Manor	POLK	AMERY	0	0	0	10	0	43
L O Simenstad Nursing Care Unit	POLK	OSCEOLA	25	200	100	100	58	110
St Croix Valley Good Samaritan Ctr	POLK	FALLS	50	10	0	38	0	68
United Pioneer Home Inc	POLK	LUCK	17	57	25	25	78	159
Willow Ridge Healthcare	POLK	AMERY	0	0	60	100	43	144
Portage Cty Health Care Ctr	PORTAGE	POINT	0	78	0	13	0	19
STEVENS POINT CARE CENTER	PORTAGE	POINT	42	125	167	125	44	163
Park Manor Ltd	PRICE	PARK FALLS	9	100	0	0	7	36
Pleasant View Nursing Home	PRICE	PHILLIPS	0	33	0	33	75	71
Becker Shoop Ctr	RACINE	RACINE	0	0	0	17	13	76
Lakeshore Manor	RACINE	RACINE	0	20	NS	33	50	52
Lincoln Village Convalescent Ctr	RACINE	RACINE	33	50	11	56	28	85
Mount Carmel Medical And Rehab	RACINE	BURLINGTON	50	29	120	200	119	93
Oak Ridge Care Ctr	RACINE	UNION GROVE	75	200	50	100	143	200
Ridgewood Care Ctr	RACINE	RACINE	0	32	24	100	0	86

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Pine Valley Health Care Rehab	RICHLAND	CENTER	0	17	0	40	2	65
Schmitt Woodland Hills Inc	RICHLAND	CENTER	0	17	NS	0	50	100
Alden Meadow Park HCC Inc	ROCK	CLINTON	0	0	0	0	46	115
Beloit Health And Rehab Ctr	ROCK	BELOIT	67	33	43	50	40	38
Cedar Crest Health Ctr	ROCK	JANESVILLE	33	64	67	64	31	67
HEALTH SERVICES INC	ROCK	EDGERTON	0	11	0	30	29	58
Evansville Manor	ROCK	EVANSVILLE	0	10	0	0	0	15
Mercy Manor Transition Ctr	ROCK	JANESVILLE	0	27	NS	25	NS	33
Premier Rehab Skilled Nursing	ROCK	BELOIT	43	46	0	14	75	59
Rock Haven	ROCK	JANESVILLE	0	12	0	19	13	40
St Elizabeths Nursing Home	ROCK	JANESVILLE	0	14	0	200	14	70
Ladysmith Nursing Home	RUSK	LADYSMITH	25	67	100	50	50	80
Rusk Cty Mem Hspitl Nursing Home	RUSK	LADYSMITH	0	0	0	0	15	29
American Heritage Care Ctr	SAINT CROIX	HAMMOND	33	150	14	100	67	111
Baldwin Care Ctr Inc	SAINT CROIX	BALDWIN	0	25	17	40	42	100
Christian Community Home	SAINT CROIX	HUDSON	14	25	17	75	31	46
Glenhaven Inc	SAINT CROIX	CITY	50	0	40	100	32	100
Park View Home	SAINT CROIX	WOODVILLE	0	0	50	200	75	50
REHABILITATION CTR OF NEW	SAINT CROIX	RICHMOND	100	25	0	17	50	117
St Croix Health Ctr	SAINT CROIX	RICHMOND	0	0	0	56	0	24
Greenway Manor	SAUK	SPRING GREEN	0	80	0	33	7	108
Maplewood of Sauk Prairie	SAUK	SAUK CITY	0	8	100	23	54	48
TERM CARE	SAUK	REEDSBURG	0	0	0	0	0	50
Sauk Cty Health Care Ctr	SAUK	REEDSBURG	20	17	0	0	3	88
St Clare Meadows Care Ctr	SAUK	BARABOO	0	15	NS	25	5	60
Hayward Nursing Home	SAWYER	HAYWARD	0	0	0	0	18	150
Valley Health Care Ctr	SAWYER	HAYWARD	100	100	0	33	20	91
Birch Hill Care Ctr	SHAWANO	SHAWANO	133	400	33	100	78	131
Evergreen Care Ctr	SHAWANO	SHAWANO	0	67	0	67	83	69
Heartland HCC Shawano	SHAWANO	SHAWANO	13	NS	100	50	38	89
Homme Home For The Aging	SHAWANO	WITTENBERG	23	36	25	17	49	31

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Maple Lane Health Care Ctr	SHAWANO	SHAWANO	0	57	50	0	7	29
Beechwood Rest Home Inc	SHEBOYGAN	KEWASKUM	0	0	NS	33	20	54
Greendale Health And Rehab Ctr	SHEBOYGAN	SHEBOYGAN	14	0	0	0	69	35
Meadow View Manor	SHEBOYGAN	SHEBOYGAN	75	43	NS	50	0	55
Morningside Health Ctr	SHEBOYGAN	SHEBOYGAN	20	0	NS	40	NS	33
Pine Haven Christian Home	SHEBOYGAN	FALLS	33	25	0	0	50	48
PLYMOUTH CARE CENTER	SHEBOYGAN	PLYMOUTH	100	25	25	0	24	125
Rocky Knoll Health Care Fac	SHEBOYGAN	PLYMOUTH	0	19	0	0	0	36
Sheboygan Progressive Care Ctr	SHEBOYGAN	SHEBOYGAN	29	0	43	125	29	66
Sheboygan Senior Community Inc	SHEBOYGAN	SHEBOYGAN	40	20	100	17	59	68
Sunny Ridge	SHEBOYGAN	SHEBOYGAN	7	14	0	33	0	43
Memorial Nursing And Rehab Ctr	TAYLOR	MEDFORD	9	0	50	20	26	33
Rib Lake Health Care Ctr	TAYLOR	RIB LAKE	17	100	33	60	24	71
Zastrow Care Ctr Inc	TAYLOR	GILMAN	0	0	0	67	64	225
Arcadia Nursing Home	TREMPEALEAU	ARCADIA	0	14	0	22	0	14
Grand View Care Ctr Inc	TREMPEALEAU	BLAIR	20	43	0	29	20	60
Marinuka Manor	TREMPEALEAU	GALESVILLE	33	0	0	25	29	31
System	TREMPEALEAU	OSSEO	0	0	0	50	18	38
Pigeon Falls HCC	TREMPEALEAU	PIGEON FALLS	0	0	40	0	18	33
Strum Nursing Home	TREMPEALEAU	STRUM	100	125	0	33	56	35
Trempealeau Cty HCC IMD	TREMPEALEAU	WHITEHALL	25	0	0	0	17	100
Tri County Memorial NH	TREMPEALEAU	WHITEHALL	0	0	29	50	54	57
Bethel Home And Services Inc	VERNON	VIROQUA	0	17	67	13	71	49
Norseland Nursing Home	VERNON	WESTBY	0	17	NS	13	100	33
St Josephs Nursing Home	VERNON	HILLSBORO	0	40	0	0	35	47
Vernon Manor	VERNON	VIROQUA	9	75	43	100	3	50
HEALTHCARE CENTER	VILAS	PHELPS	17	89	0	33	17	22
Fairhaven Corporation	WALWORTH	WHITEWATER	0	36	60	22	35	53
Geneva Lake Manor	WALWORTH	LAKE GENEVA	100	67	50	100	130	120
Golden Years Hlth Ctr	WALWORTH	WALWORTH	0	0	0	0	20	35
Holton Manor	WALWORTH	ELKHORN	60	100	25	100	63	129

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Kiwanis Manor Inc	WALWORTH	EAST TROY	33	50	50	33	133	70
Lakeland Health Care Center	WALWORTH	ELKHORN	0	0	0	0	0	7
Williams Bay Care Ctr	WALWORTH	WILLIAMS BAY	14	75	60	50	100	91
Willowfield Nur and Rehab	WALWORTH	DELAVAN	14	100	75	300	48	43
Spooner Health System	WASHBURN	SPOONER	0	27	0	0	0	138
Terraceview Living Ctr	WASHBURN	SHELL LAKE	40	0	200	67	67	115
Cedar Lake Health Care Ctr	WASHINGTON	WEST BEND	10	28	50	38	98	43
Samaritan Health Ctr	WASHINGTON	WEST BEND	0	NS	0	70	7	28
Samaritan Health Ctr Subacute	WASHINGTON	WEST BEND	14	0	0	50	25	38
THI of Wisconsin at Hartford LLC	WASHINGTON	HARTFORD	0	50	27	57	21	71
Virginia Highlands Health Rehab	WASHINGTON	GERMANTOWN	78	100	23	100	100	149
Care Age Of Brookfield	WAUKESHA	BROOKFIELD	31	0	33	33	98	71
Franciscan Woods	WAUKESHA	BROOKFIELD	10	53	0	20	57	121
Heartland HCC Pewaukee	WAUKESHA	PEWAUKEE	67	67	8	0	87	88
Lindengrove Menomonee Falls	WAUKESHA	FALLS	50	60	38	40	66	41
Lindengrove Mukwonago	WAUKESHA	MUKWONAGO	0	50	0	150	100	75
Lindengrove New Berlin	WAUKESHA	NEW BERLIN	25	46	44	60	72	100
Lindengrove Waukesha	WAUKESHA	WAUKESHA	92	86	38	23	56	65
Masonic Health Care Ctr	WAUKESHA	DOUSMAN	0	25	25	50	50	72
Menomonee Falls Health Care Ctr	WAUKESHA	FALLS	100	70	114	60	111	106
Muskego Health Care Center	WAUKESHA	MUSKEGO	67	60	100	133	121	106
River Hills West Health Care Ctr	WAUKESHA	PEWAUKEE	50	71	0	33	67	356
Shorehaven Health & Rehab Ctr	WAUKESHA	C	25	14	0	14	50	30
Tudor Oaks Health Ctr	WAUKESHA	MUSKEGO	0	29	NS	33	NS	84
Virginia Health and Rehab Ctr	WAUKESHA	WAUKESHA	50	17	67	0	60	59
AND REHAB CTR	WAUKESHA	WAUKESHA	78	31	57	55	160	33
Woodland Health Care Ctr	WAUKESHA	BROOKFIELD	71	100	53	80	107	156
Bethany Home	WAUPACA	WAUPACA	33	18	67	14	19	26
Crystal River Nursing And Rehab	WAUPACA	WAUPACA	14	0	25	0	39	57
Greentree Health And Rehab Ctr	WAUPACA	CLINTONVILLE	0	0	0	25	43	41
Iola Living Assistance	WAUPACA	IOLA	50	0	0	0	42	25

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2005 Staff Turnover Rates in Nursing Facilities								
Nursing Home Name	County	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Paractical Nurses	Part Time Licensed Paractical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Lakeview Manor	WAUPACA	WEYAUWEGA	0	9	0	29	6	53
Manawa Community Nursing Ctr	WAUPACA	MANAWA	50	33	67	33	40	533
Pine Manor HCC	WAUPACA	CLINTONVILLE	60	0	57	0	19	57
St Joseph Residence	WAUPACA	NEW LONDON	25	80	0	33	37	63
Weyauwega Health Care Ctr	WAUPACA	WEYAUWEGA	100	300	50	100	161	183
WI Veterans Hm Ainsworth 800	WAUPACA	KING	14	52	0	38	17	64
WI Veterans Hm MacArthur 422	WAUPACA	KING	14	52	0	38	17	64
WI Veterans Hm Stordock 700	WAUPACA	KING	14	52	0	38	17	64
WI Veterans Home Olson 600	WAUPACA	KING	14	52	0	38	17	64
Wild Rose Manor	WAUSHARA	WILD ROSE	50	100	33	50	54	75
Bethel Home Inc	WINNEBAGO	OSHKOSH	22	20	33	50	36	65
Evergreen Health Ctr	WINNEBAGO	OSHKOSH	0	13	NS	22	0	70
Mercy Medical Ctr Subacute Center	WINNEBAGO	OSHKOSH	0	25	NS	0	33	100
Oakridge Gardens Nursing Ctr	WINNEBAGO	MENASHA	22	20	11	0	19	59
Omro Healthcare, LLC	WINNEBAGO	OMRO	71	114	17	50	64	460
Park View Hc Rehab Pav	WINNEBAGO	WINNEBAGO	33	113	11	25	9	40
Park View Health Ctr Pleasant Acres	WINNEBAGO	WINNEBAGO	0	50	0	NS	12	19
Vallhaven Care Ctr	WINNEBAGO	NEENAH	30	57	10	60	96	110
Bethel Center	WOOD	ARPIN	14	33	0	0	56	93
Edgewater Haven Nursing Home	WOOD	EDWARDS	0	33	14	0	8	75
Marshfield Care Center, LLC	WOOD	MARSHFIELD	27	114	8	33	32	64
Norwood HC Central	WOOD	MARSHFIELD	0	NS	0	50	3	95
Riverview Manor	WOOD	RAPIDS	0	0	0	29	8	74
AND REHABILITATION CENTER	WOOD	RAPIDS	44	300	17	100	11	100
Three Oaks At Marshfield	WOOD	MARSHFIELD	117	133	233	167	136	143

1) NS means these were no staff in the category on 12/31/05

2) Source: Annual Survey of Nursing Homes 2005

3) A turnover rate is calculated by dividing the new staff hired in 2005 by the number of staff on payroll on 12/31/05 and multiplying this results by 100.