Summary 2025
Consumer Information Report for
Intermediate Care Facilities for Individuals with Intellectual Disabilities

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SOUTHERN WISCONSIN CENTER-FDD

21425 SPRING ST

UNION GROVE, WI 53182

(262) 878-2411

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License Number: **2763**
Number of Licensed Beds: **130**
Medicare Certified? **NO**
Medicaid Certified? **YES**
Ownership Type: **Government State**
Owner: **WISCONSIN DEPT OF HEALTH SERVICES**

Staff Retention Rates
(Percent of staff employed for at least one year)

ICF/IID Staff	This ICF/IID (NS=no staff)	State of Wisconsin Average (7 homes)
Full-time Nurses (RNs)	89%	74%
Part-time Nurses (RNs)	79%	77%
Full-time Nurses (LPNs)	NS	83%
Part-time Nurses (LPNs)	57%	93%
Full-time Nurse Aides	98%	76%
Part-time Nurse Aides	90%	72%

This two-page summary was prepared by the Division of Quality Assurance, Wisconsin Department of Health Services. For questions about this report, call (608) 264-9898. See the full report on the internet (after 6/1/2026) at **https://www.dhs.wisconsin.gov/guide/cir.htm** or request a copy (after 6/1/2026) at (608) 266-8368. The report should also be available in the facility.

Federal Violations Cited in State "Inspection" Surveys for

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SOUTHERN WISCONSIN CENTER-FDD

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This summary table provides a count of federal violations cited for this ICF/IID in 2025, by category of violation. State averages are shown for comparison. Surveys are conducted by the Division of Quality Assurance at least every 12 months, and may be conducted more often. See the full Consumer Information Report 2025 for details.

Federal Regulation Categories* * Each category consists of many specific regulations. See detail in report.	Total # of Federal Violations Cited for this Facility (NS = Facility not surveyed in 2025)	Average # of Federal Violations Cited for State of Wisconsin (7 homes surveyed in 2025)
Quality of Care: Provide care that promotes resident's highest level of wellbeing.	0	0.1
Resident Services: Provide services that meet state standards. Example: Provide preventive medical care.	0	0.1
Quality of Life: Provide a pleasant, homelike atmosphere. Example: Provide a continuous active treatment program.	0	0
Resident Rights: Assure individual rights. Example: Assure right to personal privacy.	0	0
Freedom from Restraints/Abuse: Assure freedom from abuse, neglect, or restraints. Example: Assure the right to be free from	11	2.0
Other Administrative Violations	5	0.7
Total Number of Violations	16	3.0

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INTRODUCTION

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SOUTHERN WISCONSIN CENTER-FDD
21425 SPRING ST
UNION GROVE, WI 53182
(262) 878-2411

License Number: 2763

DQA Regional Office: Southeastern

Ownership Type: Government State

Owner (Licensee): WISCONSIN DEPT OF HEALTH SERVICES

Federal Certification Level: Medicaid (Title 19) Nursing Facility

SECTION 1 - FEDERAL REGULATION DEFICIENCIES

Section 1 of this report describes the numbers and types of **Federal regulation deficiencies** found during surveys conducted in 2025. "Deficiencies" are cited for noncompliance with Federal regulations. This section also compares these numbers to averages for all ICFs/IID of similar size.

SECTION 2 - NURSING STAFF TURNOVER AND RETENTION RATES

Section 2 provides information about **staff turnover and retention** rates at this ICF/IID in 2025. It compares these rates to the averages for all ICFs/IID of similar size.

APPENDICES (on the internet after 6/1/2026) include:

Appendix A - a list of **resource agencies** for consumers;

Appendix B - information about how nursing staff turnover & retention rates are calculated; and

Appendix C - **statewide averages.**

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SECTION 1 - SURVEY RESULTS FOR THIS FACILITY

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Intermediate Care Facilities for Individuals with Intellectual Disabilities (ICF/IID) in Wisconsin operate under rules enacted by the Federal government (for the Medicaid program) and by the State of Wisconsin. Surveyors from the Wisconsin Division of Quality Assurance conduct unannounced inspections at each ICF/IID at least once each year to determine if the ICF/IID complies with all State and Federal rules. State surveyors also conduct follow-up visits to ensure that violations have been corrected, investigate complaints, and conduct other surveys as necessary.

When state surveyors determine an ICF/IID is not in compliance with a Federal regulation, the ICF/IID is cited with a violation or "deficiency." The number and type of violations for surveys conducted in 2025 are described in this report.

The number of federal regulation deficiencies cited in Wisconsin ICFs/IID during 2025 surveys ranged from **0 to 16, with an average of 3.0 deficiencies.**

In 2025 surveys, SOUTHERN WISCONSIN CENTER-FDD, UNION GROVE, which has 130 licensed beds, was cited with:

16 Federal regulation deficiency(ies)

Statewide, the average number of deficiencies for an ICF/IID with 100-199 beds was **16.0.**

In addition, this home was cited with **10** federal building safety violations and **0** federal emergency preparedness violations.

The number of federal building safety violations statewide in 2025 ranged from **1 to 30**, **with an average of 8 citations.**

The number of federal emergency preparedness violations statewide in 2025 ranged from **0 to 1**, **with an average of 0.1 citations.**

Federal Regulation Deficiencies:

To determine Federal regulation deficiencies, surveyors use a resident-centered, process that places emphasis on individual outcomes. Surveyors observe the delivery of active treatment and interview individuals, families, advocates, and staff to confirm the individual's needs are appropriately and adequately met on a consistent basis.

If this home was cited with Federal deficiencies in 2025 surveys, those deficiencies are listed below. Each deficiency listed is followed by the abbreviation of its federal regulation category: Quality of Care (QC), Resident Services (RS), Quality of Life (QL), Resident Rights (RR), Freedom from Restraints/Abuse (FA), and Other Violations (OT). **A deficiency may be listed more than once if it was cited more than once during the year.**

DEFICIENCY	CATEGORY	SURVEY DATE
Client Protections	FA	04/02/2025
Protection Of Clients Rights	FA	04/02/2025
Staff Training Program	OT	04/02/2025
Staff Treatment Of Clients	FA	04/02/2025
Staff Treatment Of Clients	FA	09/25/2025
Staff Treatment Of Clients	FA	09/25/2025
Client Protections	FA	11/13/2025
Program Implementation	OT	11/13/2025
Protection Of Clients Rights	FA	11/13/2025
Staff Treatment Of Clients	OT	11/13/2025
Staff Treatment Of Clients	FA	11/13/2025
Client Protections	FA	12/03/2025
Program Implementation	OT	12/03/2025
Protection Of Clients Rights	FA	12/03/2025
Staff Treatment Of Clients	FA	12/03/2025
Staff Treatment Of Clients	OT	12/03/2025

For questions about this report, call (608) 264-9898. For further information about specific violations or more recent surveys, contact the administrator of this facility or the Division of Quality Assurance at (608) 266-8368.

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SECTION 2 - NURSING STAFF TURNOVER AND RETENTION

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This section provides two measures describing the rate of change among nursing employees from January 1, 2025, through December 31, 2025: a "turnover rate" and a "retention rate." The turnover rate is based on new hires during the year as a proportion of total staffing in a category. The retention rate is based on the proportion of staff in a category at the beginning of the year who are still employed by the end of the year. The formulas used to calculate nurse staffing turnover and one-year retention rates are explained in **Appendix B**.

Rates are calculated separately for full-time employees, persons working 37.5 hours or more per week, and part-time employees, persons working less than 37.5 hours per week. An "NS" indicates the ICF/IID reported having *no staff* in that particular category.

Registered nurses (RNs) are nurses who are licensed and hold a certificate of registration by the State of Wisconsin. In 2025, this ICF/IID had:

- **A turnover rate for full-time RNs of 11%,** vs. 23% statewide and NS across all ICFs/IID with 100-199 beds.
- **A turnover rate for part-time RNs of 21%,** vs. 15% statewide and NS across all ICFs/IID with 100-199 beds.

In some cases, the turnover rate might be artificially high because one position changes frequently throughout the year. For example, if a ICF/IID with ten nurses had one position that was filled by five people throughout the year, the turnover rate is 50% (5 divided by 10) even though nine of the ten nurses did not change. The "retention rate" captures a sense of the stability of staff outside of the positions that changed frequently. In the example just used, the one-year retention rate is 90% (i.e., nine of the ten nurses had worked at least one year).

In 2025, this ICF/IID had:

- **A retention rate for full-time RNs of 89%,** vs. 77% statewide and NS across all ICFs/IID with 100-199 beds.
- **A retention rate for part-time RNs of 79%,** vs. 85% statewide and NS across all ICFs/IID with 100-199 beds.

Licensed practical nurses (LPNs) are nurses who are licensed by the State of Wisconsin as practical nurses. At this ICF/IID in 2025, there was:

- **A turnover rate for full-time LPNs of NS,** vs. 0% statewide and NS across all ICFs/IIDs with 100-199 beds.
- **A turnover rate for part-time LPNs of 43%,** vs. 41% statewide and NS across all ICFs/IID with 100-199 beds.
- **A retention rate for full-time LPNs of NS,** vs. 100% statewide and NS across all ICFs/IID with 100-199 beds.
- **A retention rate for part-time LPNs of 57%,** vs. 66% statewide and NS across all ICFs/IID with 100-199 beds.

Nursing assistants (NAs) provide direct personal care to residents, but are not registered nurses or licensed practical nurses. At this ICF/IID in 2025, there was:

- **A turnover rate for full-time NAs of 37%,** vs. 35% statewide and NS across all ICFs/IID with 100-199 beds.
- **A turnover rate for part-time NAs of 20%,** vs. 18% statewide and NS across all ICFs/IID with 100-199 beds.
- **A retention rate for full-time NAs of 98%,** vs. 74% statewide and NS across all ICFs/IID with 100-199 beds.
- **A retention rate for part-time NAs of 90%,** vs. 86% statewide and NS across all ICFs/IID with 100-199 beds.