

SFY 2012 REPORT on RELOCATIONS and DIVERSIONS from INSTITUTIONS

As required by s. 51.06 (8)

Executive Summary

Through three program initiatives, the Department has been providing elders and people with physical and developmental disabilities residing in nursing facilities and Intermediate Care Facilities for Individuals with Intellectual Disabilities (ICFs-IID) the opportunity to relocate to community-based settings. Under another program initiative, the Department provides support to a limited number of individuals who are at imminent risk of entering a nursing home to be diverted from nursing home admission and remain in community settings.

The Department's relocation and diversion programs have been highly successful over the years, providing the opportunity in State Fiscal Year (SFY) 2012 for 535 elderly individuals and people with physical and developmental disabilities to live in community settings, closer to family and friends and community activities. As shown in the summary table below, 360 or over 67%, of all relocations and diversions were frail elders; 137 or 25.6%, were persons with physical disabilities; 38 or slightly over 7% were individuals with developmental disabilities.

Community Relocations and Diversions in SFY 2012				
	Persons with Developmental Disabilities	Frail Elders	Persons with Physical Disabilities	Total
Relocations	38	270	117	425
Nursing Home Diversions	n/a	90	20	110
Total	38	360	137	535
% of Total	7.10%	67.29%	25.61%	

Since SFY 2006, 4,744 elders and people with physical and developmental disabilities have successfully relocated from institutional settings and an additional 1,042 individuals were diverted from admission to a nursing home through the Department's programs. The quality of life for these 5,786 individuals has been enhanced through the opportunity to live in the community and be near family and friends and more fully engaged in community activities.

Community Relocations and Diversions SFY 2006 to Present								
	Persons with DD		Frail Elders		Persons with PD		Total	
SFY	Relocations	Diversions*	Relocations	Diversions	Relocations	Diversions	Relocations	Diversions
2006	372		409	98	152	47	933	145
2007	176		484	107	240	57	900	164
2008	52		438	133	222	50	712	183
2009	54		379	134	188	62	621	196
2010	81		477	95	216	29	774	124
2011	20		223	95	136	25	379	120
2012	38		270	90	117	20	425	110
Total	793		2680	752	1271	290	4744	1042
GRAND TOTAL							5,786	

*DHS does not operate a specific diversion initiative for people with developmental disabilities, but new placements into institutions are limited and new people are enrolled in home and community based programs each year on a regular basis, essentially diverting them from institutional care.

During the early years of these initiatives, a pent up demand for relocation resources and significant outreach and effort on the part of DHS and local long-term support programs produced significant results. A number of factors over the previous few years resulted in a reduction in the number of moves in SFY 2011 and 2012. These factors include: a leveling of the demand for relocation resources as a result of the entitlement to community based long-term care in most counties that have transitioned to Family Care; a slowing of the pace of closures and down-sizing efforts by ICFs-IID and nursing homes; and the overall reduction in the number of Medicaid members in nursing facilities. DHS continues to focus on efforts that will increase the numbers of relocations in future years. The experience of the past seven years is summarized in the table above.

Highlights of the relocation and diversions initiatives over the past seven years (SFY 2006-2012) include:

- 793 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.
- 2,680 frail elders who resided in nursing facilities chose to live in the community near their families and friends. Prior to this initiative, these people 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.
- 1,271 people with physical disabilities chose to live in the community where they were able to access community activities, rather than live in nursing facilities.
- People with intellectual or 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, resulting in a level of savings under the Medical Assistance Program in SFY 2012 of \$1.082 million for the people relocated during the year.
- 752 elders and 290 people with physical disabilities, who were determined to be at imminent risk of having to move to a nursing facility, were able to remain in community-based settings because diversion funding was made available.

In 2007 the Department was awarded a federal “Money Follows the Person” (MFP) grant to support rebalancing of the long-term care system through further relocations from institutions to the community. Starting October 2007 and continuing to October 2016, the federal government pays a match rate that is higher than the standard Medicaid matching rate for the costs of certain relocated individuals during their first year in the community. A total of 140, or 33% of the 425 of the individuals relocated during SFY 2012, also participated in Money Follows the Person.

Background

Relocation Initiatives

The Department provides elders and people with physical and developmental disabilities residing in nursing facilities and ICFs-IID the opportunity to relocate to community-based living arrangements under the following three programs:

- ICF-IID Restructuring Initiative
- Community Integration Program 1A
- Community Relocation Initiative

ICF-IID Restructuring Initiative*

The ICF-IID Restructuring Initiative serves persons with developmental disabilities receiving active treatment in a non-state-owned Intermediate Care Facility for Individuals with Intellectual Disabilities (ICF-IID) or a non-state-owned nursing facility. (Relocations from the three State Centers for People with Developmental Disabilities are part of the Community Integration Program 1A described below.) The initiative was authorized in the 2003-05 biennial budget bill 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-IID and for every person seeking admission to an ICF-IID. 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 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-IID 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 community-based 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.

In SFY 2012, a total of 36 individuals with developmental disabilities moved into the community from non-state-owned ICFs-IID and nursing facilities. In their new community settings, these individuals had their care needs fully met and participated in community activities that were not available to them when they resided in institutions.

As a result of the ICF-IID Restructuring Initiative and other factors the long term care system for individuals with developmental disabilities has significantly rebalanced. Since the start of this initiative in January 2005 through June 2012, a total of 780 individuals transitioned to community settings. As of June 2012, only 272 individuals were residing in ten ICFs-IID excluding the State Centers, which is a fifth of the population in those facilities at the start of the initiative. Twenty-two ICFs-IID, or more than two-thirds of all ICFs-IID other than the State Centers, have closed over the course of the initiative.

Relocations under the ICF-IID Restructuring (effective January 2005)	
SFY05	94
SFY06	340
SFY07	143
SFY08	39
SFY09	37
SFY10	72
SFY11	19
SFY12	36
TOTAL	780

Community Integration Program (CIP) 1A*

The Community Integration Program 1A supports relocations of individuals with developmental disabilities from the three State Centers for People with Developmental Disabilities to community settings. The CIP 1A program began in 1981. As established in the 09-11 biennial budget, effective SFY 2010 the Department adopted a universal budgeting methodology that eliminates an upper limit on daily costs (formerly \$325) and provides the full funding needed in the community for each relocated resident. In SFY 2012, two people relocated from a long term care program in a State Center to the community.

Community Relocation Initiative*

The Community Relocation initiative provides elders and persons with physical disabilities residing in nursing homes the opportunity to relocate to community settings. People being cared for in nursing homes have a choice to remain in their current setting, 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. The Community Relocation Initiative was authorized in the 05-07 biennial budget bill and began in August 2006. In SFY 2012, a total of 387 people relocated from nursing homes under the Community Relocation Initiative. Of the 387 total, 270 were elders and 117 were people with physical disabilities. These individuals chose to live in the community where they could be closer to family and friends and more fully access community activities.

Individuals of all ages chose to relocate to community settings under the Community Relocation Initiative, as shown in the chart below. It is particularly striking that 104, or almost 27%, of the individuals who chose to relocate were age 85 or older.

Age of Individuals Relocated under the Community Relocation Initiative: SFY 2012						
18-49	50-64	65-74	75-84	85-99	>99	Total
25	92	70	96	103	1	387

* Persons who relocated from institutions to Family Care, Family Care Partnership and PACE are included in the ICF-IID Restructuring Initiative, CIP 1A, and Community Relocation Initiative numbers.

Individuals with both relatively short-term and long-term stays chose to relocate, as shown in the chart below. Of the people relocated, 292 or approximately 75% had been in the nursing home more than 100 days; 179 or more than 46% for six months or more, and 73 or 19% relocated after having been in the nursing home for more than one year

Length of Time in Nursing Home Prior to Relocation: SFY 2012				
≤ 100 days	101-179 days	6 mo-1 year	> 1 year	Total
95	113	106	73	387

Diversions

Nursing Home Diversion Program

The Nursing Home Diversion Program provides support to individuals who are at imminent risk of entering a nursing home to be diverted from nursing home admission and remain in community settings. The program was authorized in 2005 Wisconsin Act 355 and began in April 2006. Participants in this program are served under the Community Integration Program II (CIP II) Medicaid home and community-based waiver. 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 originally authorized the Department to provide an enhanced CIP II rate for up to 150 individuals who are diverted from imminent entry into a nursing home and to provide diversion opportunities for additional individuals, subject to the concurrence of the legislature. Subsequent to the original legislation, the Legislature passed and the Governor approved 2009 Wisconsin Act 277. This act, which became effective in May 2011, removed the limitation on the number of CIP II nursing home diversion slots available to be used by counties to divert high risk elders and persons with physical disabilities from entering nursing homes.

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.

Under the Nursing Home Diversion program in SFY 2012, a total of 110 individuals were diverted from nursing home admission and remained in community-based settings, staying close to family and friends and involved in the community. Of the total, 90 were elders and 20 were individuals with physical disabilities. The diversion program is only available in the 15 counties that are still operating the CIP II waiver. (The number of counties operating CIP II, and therefore eligible for diversion slots, has decreased over time due to the expansion of Family Care.)

Individuals of all ages benefited from the Nursing Home Diversion program, as shown in the chart below. Significantly, 49 or 44%, of the individuals diverted from nursing homes were age 85 or older.

Age of Individuals Relocated under the Nursing Home Diversion Initiative: SFY 2012						
18-49	50-64	65-74	75-84	85-99	>99	Total
6	14	16	25	46	3	110

Nature of Living Arrangement

The following table shows the living arrangement for individuals relocated in SFY 2012. In a departure from earlier years, elderly individuals primarily relocated to a home rather than a regulated residential setting (Community Based Residential Facility, Residential Care Apartment Complex, or Adult Family Home); 185 or over two-thirds moved to a home setting.

Individuals with physical disabilities also relocated to a home or apartment; 89 or over three-fourths of individuals with physical disabilities successfully relocated to their own home or apartment.

Two-thirds of individuals with developmental disabilities who relocated in SFY 2012 moved to a home or apartment.

Living Arrangement for Individuals Relocated in SFY 2012				
	Elderly	Persons with PD	Persons with DD	Total
Home or Apartment	185	89	25	299
Adult Family Home	4	8	12	24
Community-Based Residential Facility	68	14	1	83
Residential Care Apartment Complex	13	6	0	19
TOTAL	270	117	38	425

Appendix A provides information about the living arrangements for individuals relocated under the Community Relocation Initiative by the program under which they were served.

The living arrangements of the 110 individuals diverted from nursing home admission under the Nursing Home Diversion program are summarized below. Many individuals remained in their same living arrangement. More than one-half moved to or remained in a home or apartment. Over 40% are living in CBRFs while a smaller number are in Residential Care Apartment Complexes or adult family homes.

Living Arrangement for Individuals Diverted from Nursing Homes in SFY 2012		
	Prior Living Arrangement	Living Arrangement on Program
Home or Apartment	69	58
Adult Family Home	2	3
CBRF	31	45
RCAC	1	4
Hospital/Other	7	--
TOTAL	110	110

Duration of Relocations

Of the 387 elders and people with physical disabilities who relocated from nursing homes in SFY 2012, 37 died and 9 returned to a nursing home during the fiscal year. The remaining individuals continue to live in the community and virtually all continue to receive services through Family Care, Family Care Partnership, PACE or the CIP II home and community-based waiver program.

One of the individuals who relocated from an ICF-IID or nursing home in 2012 died during the year. One person who relocated from a State Center returned to an institution during the state fiscal year. Appendix B provides information on deaths and returns to institutions among people who have moved from ICFs-IID and State Centers since SFY 2006.

Costs Under the Medicaid Program

To determine the net Medicaid cost of the relocation programs, Medicaid costs were calculated for both the period when the person was in an institution and the period when the person was living in the community. The analysis examined the following 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.

Community Relocation Initiative

As summarized in the table below, in SFY 2012 the average daily cost in the nursing facility for individuals before they relocated under the Community Relocation Initiative was \$143.78. In contrast, the average daily cost in the community after relocation for these same individuals was

\$110.38. Community relocations under the CRI were cost effective, producing an average daily savings of \$33.40, representing a 23% cost reduction.

Cost Information - Average Daily Costs for Individuals Relocated in SFY 2012 [†]								
Program		(1)	(2)	(3)	(4)	(5)	(6)	
	#	Facility Costs	Facility Card Costs	Facility Total	Waiver Program Costs	Community Card Costs	Community Total	Average Savings
CRI	387	130.45	13.33	143.78	92.08	18.30	110.38	33.40
<i>CIP II – CRI</i>	81	128.60	13.16	141.76	81.31	39.47	120.78	20.98
<i>Family Care – CRI</i>	275	130.72	13.18	143.90	94.62	13.20	107.82	36.08
<i>PACE/Partnership-CRI</i>	31	133.51	15.18	148.69	101.82	0.02	101.84	46.85

As shown in the table below, the total MA cost in SFY 2012 of serving the 387 individuals who relocated to the community under the Community Relocation Initiative during the period they lived in their new community settings was almost \$3.6 million. If instead these individuals had remained in their institutional settings during this time period, their MA cost of services would have been more than \$4.67 million. Due to the difference between institutional and community costs, the Community Relocation Initiative produced total savings of more than \$1.082 million in SFY 2012.

Estimated Total SFY 2012 Costs of Community Relocation Initiative						
Program		(1)	(2)	(3)	(4)	(5)
	#	Average MA Costs in Community	No. of Days	Total MA Costs in Community	Total MA Costs in Facility for same period	Difference Between Facility and Community Costs
FY10 Relocations						
<i>CIP II – CRI</i>	81	120.783	7,577	\$915,172	\$ 1,074,149	\$158,977
<i>Family Care – CRI</i>	275	107.822	22,255	\$2,399,578	\$ 3,202,552	\$802,974
<i>PACE/Partnership-CRI</i>	31	101.840	2,567	\$261,424	\$381,695	\$ 120,271
TOTAL CRI	387		32,461	\$3,576,174	\$4,658,396	\$1,082,222

Notes

1. All Medicaid costs are based on paid claims as reported in interChange.
2. CIP II CRI average costs are based on claims reported in HSRS for SFY 2012.
3. Family Care and PACE/Partnership costs are based on the capitation payment paid to the Managed Care Organization on behalf of the member.

ICF-IID Restructuring

The ICF-IID Restructuring Initiative establishes a set amount of funding to be used for the costs of all individuals eligible for the initiative either in institutional or community settings. In SFY 2012, the total ICF-IID Restructuring budget equaled \$65.5 million All Funds (AF). The Department is expected to manage the cost of serving those individuals remaining in institutions and the cost of new community relocations so as to stay within the global ICF-IID Restructuring budget.

[†] Numbers are rounded for internal consistency within the table.

In SFY 2012, the average daily MA cost of individuals in an ICF-IID was \$224.98, of which \$213.66 was facility cost and \$11.32 was card costs. The average daily MA cost of serving the individuals in the community after relocation was \$283.09, of which \$229.20 was waiver costs and \$53.89 was card costs. The state MA program fully funds these community costs, with the result that counties do not bear any new costs due to this initiative. The average cost of individuals relocated in SFY 2012 was \$58.11 more per day than their institutional cost.

In total, under the ICF-IID Restructuring Initiative in SFY 2012, approximately \$16.6 million AF was spent on waiver costs, \$3.1 million AF for the increased cost of MA card services for relocated individuals in the community, and \$22.5 million AF for the costs of individuals residing in ICF-IID or nursing home institutions for a total program cost of \$42.2 million AF. Thus, the cost of the entire ICF-IID program for SFY 2012, \$42.2 million AF, was within the SFY 12 budgeted level of \$65.5 million AF. Consistent with the Department's practices for administering the overall Medicaid program, the balance of funding in the ICF-IID program area was used to offset funding shortfalls in other parts of the Medicaid program.

CIP 1A Program

As noted above, individuals with developmental disabilities relocated under the CIP 1A program are funded by the state MA program for their actual community costs. The institutional cost at the State Center where they resided will be decreased by the amount of the individual care plan, making the program cost-neutral.

Nursing Home Diversion Program

The average daily community cost of individuals served under the nursing home diversion program in SFY 2012 was \$60.30, of which \$47.80 was waiver costs and \$12.50 was card costs. The projected daily MA cost of serving these individuals if they had entered a nursing home is \$126.50 based on the projected average facility cost for non-developmentally disabled nursing home residents in SFY 2012 and estimated card services for the Community Relocation Initiative prior to relocation.

The estimated cost of the individuals served under the nursing home diversion program in SFY 2012 is \$1.03 million AF. The projected cost of serving these individuals in nursing homes, if they had needed to enter a nursing home, during the same time period was \$1.97 million AF.

Impact on Health and Safety

Home and Community-based Waiver Quality Assurance

Assuring the health and safety of frail elders and individuals with developmental and physical disabilities is a paramount goal of the Department whether these individuals live in an institution or community settings. All of the individuals relocated under the programs described in this report are participants in one of the Department's Medicaid Home and Community Based Waivers, which include Family Care, the self-directed IRIS waiver, and the traditional waivers (Community Integration Program and Community Options Program). All of these waivers operate under federally approved plans that include extensive risk assessment and mitigation and

quality assurance and improvement protocols intended to ensure health and safety for participants.

All participants have highly individualized support and service plans that promote individual outcomes, informed choice and community participation, in addition to addressing health and safety needs. Care management staff are required to have contact with participants at regular intervals, including face to face visits, to ensure that services and supports are being delivered as required and to address new needs that might arise. For persons relocating from institutions, a visit will occur shortly after the move to the community to assess the adequacy of the support and service plan and identify any issues that occurred after the move.

For all participants, on-going assessments are methodically completed and updated. In Family Care, care planning is carried out by an interdisciplinary team, which includes a nurse. Many counties also employ nursing personnel as part of their care management teams under the traditional waivers. When unmet needs are identified, the care plan is modified to address those needs. In addition to waiver services and supports, individuals also receive community health services such as physician and dental visits, hospital care, personal care in their home, and pharmacy.

The Department requires Family Care Managed Care Organizations (MCOs), the IRIS Consultant Agency and counties that administer the traditional 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 these entities to have an effective response system when incidents of this kind arise and mechanisms for reporting incidents to the Department.

The Department uses state staff or contractors to monitor the extent to which waiver agencies comply with waiver requirements. This oversight also includes paper reviews and on-site visits using a variety of sources such as case records, satisfaction surveys, and visits with program participants.

Regulatory Oversight

The Division 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-IID, using state guidelines and standards. Counties and Managed Care Organizations are responsible for assuring high quality services and environments for individuals living in smaller settings. Residential and day-service providers also have procedures and practices that maintain each person's safety and health. Because they 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, when gaps are identified or suspected.

Actual or suspected events

Any actual or suspected event that threatens the health or safety of an individual is investigated and reviewed by each provider and waiver agency. Waiver agencies are required to report all such instances to state level quality assurance staff or contractors, 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 the state to identify 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 that are required to make systemic improvements or take corrective actions, to create a constant cycle of improvement. Instances of abuse or neglect are remedied swiftly. Access to necessary medical services is closely monitored.

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-IID and nursing homes who are at a developmental disability level of care. For ICFs-IIDs other than the State Centers, these plans are part of the statutorily required annual court review (known as the 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 State Center or other ICF-IID or nursing home facility, the plan for that individual's care is signed by the guardian indicating his/her acceptance of the plan. Of the 36 persons relocated under the ICF-IID Restructuring Initiative in SFY 2012, guardians all agreed with the plan that was developed. Guardians agreed with the plan for the person who relocated from the State Centers in SFY 2012 under the CIP 1A program.

Most elderly persons and persons with physical disabilities relocated under the Community Relocation Initiative do not have guardians. However, in cases where people do have guardians, the guardians are involved in the 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.

Staff turnover

Appendix C provides Calendar Year 2012 staff turnover rates for Facilities for Persons with Developmental Disabilities and Nursing Facilities. The attachment lists facilities in order by name 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 staff turnover rate was calculated by the Division of Quality Assurance. Calculations were based upon information submitted in response to the 2012 Annual Staffing Survey (formerly the Annual Survey of Nursing Homes). In this survey each nursing home and facility for persons with developmental disabilities (FDD) provided information about the number of full-time and part-time RNs, LPNs, and nursing assistants hired in 2012. Each nursing home and FDD also provided the total number of full-time and part-time RNs, LPNs, and nursing assistants employed as of December 31, 2012 and their length of service. The staff turnover rate for each category was calculated by dividing the number of new employees hired in 2012 in that category (e.g., full-time RNs) by the total number of employees in that category on December 31, 2012. The resulting decimal was multiplied by 100 to produce a percentage. For example, if a nursing home hired 2 full-time RNs in 2012 and had 8 full-time RNs as of December 31, 2012, the full-time RN turnover rate was calculated as 25% (2 divided by 8 = .25; .25 X 100 = 25%).

The 2012 statewide turnover rates are provided in the table below:

Staff Turnover Rates: Calendar Year 2012		
	Nursing Homes	ICF-IIDs
Full time RNs	32%	20%
Part time RNs	55%	37%
Full time LPNs	22%	4%
Part time LPNs	56%	45%
Full time NAs	38%	11%
Part time NAs	70%	44%

APPENDIX A

Placement of Relocations under the Community Relocation Initiative by Program - SFY 2012

	Home/Apartment	CBRF	RCAC	AFH	Total
Elderly					
CIP II: CRI	17	26	3	2	48
Family Care	158	40	9	1	208
PACE/Partnership	10	2	1	1	14
Total	185	68	13	4	270
% of Total*	68.52%	25.19%	4.81%	1.48%	100.00%
Persons with PD					
CIP II: CRI	15	11	1	6	33
Family Care	59	3	4	1	67
PACE/Partnership	15	0	1	1	17
Total	89	14	6	8	117
% of Total*	76.07%	11.97%	5.13%	6.84%	100.00%
TOTAL					
CIP II: CRI	32	37	4	8	81
Family Care	217	43	13	2	275
PACE/Partnership	25	2	2	2	31
Total	274	82	19	12	387
% of Total*	70.80%	21.19%	4.91%	3.10%	100.00%

* Percentages may not add to 100% due to rounding.

APPENDIX B
Deaths and Re-institutionalizations for
Persons Relocated from ICFs-IID and State Centers
SFY 2006-2012

ICF-IID Restructuring Relocations

	SFY 06	SFY 07	SFY 08	SFY 09	SFY 10	SFY 11	SFY 12	TOTAL
Number Relocated FY06	340							
Died	6	14	14	10	13	7	12	76
Returned to an institutional setting	3	2	1	3	0	0	3	12
Number Relocated FY07		143						
Died		4	3	2	4	0	2	15
Returned to an institutional setting		1	1	1	2	2	3	10
Number Relocated FY08			39					
Died			0	2	0	2	5	9
Returned to an institutional setting			3	0	0	0	0	3
Number Relocated FY09				37				
Died				1	2	0	0	3
Returned to an institutional setting				0	0	0	0	0
Number Relocated FY10					51			
Died					3	1	0	4
Returned to an institutional setting					0	1	1	2
Number Relocated FY11						19		
Died						0	0	0
Returned to an institutional setting						0	0	0
Number Relocated FY12							36	
Died							1	1
Returned to an institutional setting							0	0

State Center Relocations

	SFY 06	SFY 07	SFY 08	SFY 09	SFY 10	SFY 11	SFY 12	TOTAL
Number Relocated FY06	32							
Died	1	2	1	1	1	0	0	6
Returned to an institutional setting	0	0	0	0	0	0	0	0
Number Relocated FY07		36						
Died		1	0	1	4	2	0	8
Returned to an institutional setting		0	2	0	0	0	0	2
Number Relocated FY08			9					
Died			0	0	0	0	0	0
Returned to an institutional setting			0	0	0	0	0	0
Number Relocated FY09				17				
Died				0	0	1	0	1
Returned to an institutional setting				0	0	0	0	0
Number Relocated FY10					9			
Died					0	0	0	0
Returned to an institutional setting					0	0	0	0
Number Relocated FY11						1		
Died						0	0	0
Returned to an institutional setting						0	0	0
Number Relocated FY12							2	
Died							0	0
Returned to an institutional setting							1	1

APPENDIX C-1

Turnover Rates Facilities for Developmental Disabilities - CY 2012
(NS = Facility reports no staff in the category)

Name	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
MILWAUKEE COUNTY MHC FDD	WAUWATOSA	80	100	33	50	12	76
ORCHARD MANOR FDD	LANCASTER	13	23	0	10	7	42
TREMPEALEAU COUNTY HEALTH CARE CENTER-FDD	WHITEHALL	50	0	0		0	100
ROLLING HILLS REHABILITATION CENTER FDD	SPARTA	29	11	0	44	34	78
SOUTHERN WI CENTER FDD	UNION GROVE	0	25	0	67	15	0
NORTHERN WI CENTER FDD	CHIPPEWA FALLS	0	0	0	0	8	
MCCARTHY NURSING HOME FDD	STOUGHTON		0		33		13
CENTRAL WI CENTER FOR THE DEVELOPMENTALLY DISABLED	MADISON	7	14	9	26	15	13
CLEARVIEW FDD	JUNEAU	0		0	0	4	67
BETHESDA LUTHERAN COMMUNITIES, INC. - DIERKER ICF	WATERTOWN	0	33	0	18	17	28
LAKEVIEW HEALTH CENTER FDD	WEST SALEM		100	0		0	33
CLARK COUNTY HEALTH CARE CENTER FDD	OWEN	25	100	0	200	13	38

APPENDIX C-2

Turnover Rates for Skilled Nursing Facilities - CY 2012
(NS = Facility reports no staff in the category)

Name	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
ALDEN ESTATES OF COUNTRYSIDE, INC	JEFFERSON	90	100	67	38	58	110
ALDEN MEADOW PARK HEALTH CARE CENTER, INC	CLINTON	100	150	133	100	100	105
ALEXIAN VILLAGE OF MILWAUKEE	MILWAUKEE	17	58	0	0	29	57
ALGOMA LONG TERM CARE UNIT	ALGOMA	14	75	0	43	54	71
ALL ABOUT LIFE REHABILITATION CENTER	FOND DU LAC	73	150	0	20	17	35
ALLIS CARE CENTER	WEST ALLIS	0	86	13	13	10	17
AMERICAN HERITAGE CARE CENTER	HAMMOND	0	25	0	0	47	100
AMERICAN LUTHERAN HOME MENOMONIE UNIT	MENOMONIE	17	29		33	62	54
AMERICAN LUTHERAN HOME MONDOVI	MONDOVI	50	100	0	67	7	96
ANNA JOHN NURSING HOME	DE PERE	33	0	0	0	0	
APPLETON HEALTH CARE CENTER	APPLETON	50	100	20	160	103	174
ASHLAND HEALTH AND REHABILITATION CENTER	ASHLAND	36		0	0	26	40
ASPIRUS PLEASANT VIEW	PHILLIPS	0	0	0	50	27	63
ATTIC ANGEL PLACE HEALTH CENTER	MIDDLETON	0	47		50	20	79
AUGUSTA AREA HOME, INC	AUGUSTA	150	67	67		19	29
AVANTI HEALTH AND REHABILITATION CENTER, LLC	MINOCQUA	54		150		96	1000
BADGER PRAIRIE HEALTH CARE CENTER	VERONA	0	42	0	25	0	38
BALDWIN CARE CENTER INC	BALDWIN	0	33	0	0	15	25
BARRON CARE AND REHAB	BARRON	33	50	0	100	186	94
BECKER SHOOP CENTER	RACINE	57	200	75	60	63	50
BEECHWOOD REST HOME INC	KEWASKUM	100	0		33	33	100
BELMONT NURSING AND REHABILITATION CENTER	MADISON	25	133	11	25	16	71
BELOIT HEALTH AND REHABILITATION CENTER	BELOIT	50	100	0	33	75	100
BENEDICTINE LIVING COMMUNITY OF SPOONER	SPOONER	33	25	0	133	13	48
BENEDICTINE MANOR OF ARCADIA	ARCADIA	40	0	0	0	31	53
BENEDICTINE MANOR OF LACROSSE	LA CROSSE	0	8	0	0	43	41
BENEDICTINE MANOR OF WAUSAU	WAUSAU	75	90	0	33	48	112
BETHANY HOME	WAUPACA	10	25	33	50	4	52

Name	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
BETHANY RIVERSIDE	LA CROSSE	0	20	0	46	41	60
BETHANY ST JOSEPH CARE CENTER	LA CROSSE	36	54	0	60	34	65
BETHEL CENTER	ARPIN	71	100	0	100	41	52
BETHEL HOME AND SERVICES, INC.	VIROQUA	17	18	50	150	29	30
BETHEL HOME, INC.	OSHKOSH	0	17	0	14	3	35
BIRCH HILL CARE CENTER	SHAWANO	0	25	13	0	6	33
BIRCHWOOD HEALTHCARE AND REHAB CENTER	MILWAUKEE	52	67	57	240	46	104
BLOOMFIELD HEALTHCARE AND REHABILITATION CENTER	DODGEVILLE	22	50	0		20	32
BORNEMANN NURSING HOME	GREEN BAY	15	40	11	50	16	29
BOSCOBEL CARE AND REHAB	BOSCOBEL	100	100		50	0	217
BREWSTER VILLAGE	APPLETON	8	20	0	0	36	27
BRIDGEWOOD NURSING AND REHAB CENTER	NEENAH	100	100	100	100	100	100
BROOKFIELD REHABILITATION AND SPECIALTY CARE CENTER	BROOKFIELD	41	89	67	113	88	65
BROOKSIDE CARE CENTER	KENOSHA	33	56	0	29	0	45
BROWN CTY COMMUNITY TREATMENT CTR- BAYSHORE VILLAGE	GREEN BAY	80	41	14	82	15	70
BURNETT MEDICAL CENTER	GRANTSBURG	14	17	50		16	20
CAMEO CARE CENTER INC	MILWAUKEE	50	267	33	193	0	279
CAPITOL LAKES HEALTH CENTER	MADISON	50	45	0	63	100	72
CARE AGE OF BROOKFIELD	BROOKFIELD	8	100	7	0	132	60
CEDAR CREST HEALTH CENTER	JANESVILLE	55	18	0	22	44	51
CEDAR LAKE HEALTH AND REHABILITATION CENTER	WEST BEND	17	47	44	24	63	51
CEDAR SPRINGS HEALTH AND REHABILITATION CENTER	CEDARBURG	57	20	13	33	30	33
CHILTON CARE CENTER	CHILTON	0	0	0	0	0	25
CHIPPEWA MANOR NURSING HOME	CHIPPEWA FALLS	0	83	0	0	100	69
CHRISTIAN COMMUNITY HOME	HUDSON	0	100	0	100	13	70
CHRISTIAN COMMUNITY HOME OF OSCEOLA, INC	OSCEOLA	50	80	100	67	83	62
CHRISTIAN HOME AND REHABILITATION CENTER	WAUPUN	88	0		300	225	100
CLAIREMONT NURSING AND REHABILITATION	EAU CLAIRE	84	73	22	14	72	52
CLAIRIDGE HOUSE	KENOSHA	50	67	0	80	38	72

Name	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
CLARK COUNTY HEALTH CARE CENTER	OWEN	27	108	0	143	16	130
CLEARVIEW	JUNEAU	0	27	0	29	20	53
CLEARVIEW BRAIN INJURY CENTER	JUNEAU	0	40	0	67	38	50
CLEMENT MANOR HEALTH CARE CENTER	GREENFIELD	17	0	0	29	13	45
COLFAX HEALTH AND REHABILITATION CENTER	COLFAX	40	14	50		19	0
COLONIAL CENTER	COLBY	120		20	100	35	58
COLUMBIA HEALTH CARE CENTER	WYOCENA	0	33	0	25	29	63
COLUMBUS NURSING AND REHABILITATION CENTER	COLUMBUS	0	133		56	108	100
CONGREGATIONAL HOME	BROOKFIELD	0	40	33	86	0	38
CORNELL AREA CARE CENTER	CORNELL	0	33	0	100	35	250
CRANDON NURSING HOME	CRANDON	0	33		50	29	68
CREST VIEW NURSING HOME	NEW LISBON	0	14	0	50	18	26
CRYSTAL LAKE MANOR	STRUM	100	100	100	100	57	233
CRYSTAL RIVER NURSING AND REHABILITATION	WAUPACA	25	0	0		57	50
CUMBERLAND MEMORIAL HOSPITAL ECU	CUMBERLAND	20	0	0	0	7	21
DALLAS CARE AND REHAB	DALLAS	25	50	200		71	133
DEERFIELD CARE CENTER, LLC	NEW RICHMOND	10	33	100		60	67
DOOR COUNTY MEMORIAL HOSPITAL SNF	STURGEON BAY	0	17		33	0	42
DOVE HEALTHCARE-SOUTH	EAU CLAIRE	33	56	50	67	24	95
DOVE HEALTHCARE-WEST	EAU CLAIRE	59	0	80	50	86	59
DUNN COUNTY HEALTH CARE CENTER	MENOMONIE	13	55	0	30		
EAST TROY MANOR	EAST TROY	20	33	75	150	100	67
EASTCASTLE PLACE BRADFORD TERRACE CONVALESCENT CENTER	MILWAUKEE	75	67	0	50	6	0
EDEN REHABILITATION SUITES AND GREEN HOUSE HOMES, INC.	OSHKOSH	11	33	0		7	38
EDGERTON CARE CENTER, INC	EDGERTON	80	100	67	33	37	118
EDGEWATER HAVEN NURSING HOME	PORT EDWARDS	0	50	0	100	5	108
ELLSWORTH CARE CENTER	ELLSWORTH	33	20	0	0	21	46
EPIONE PAVILLION	CUBA CITY	0	17	0	33	41	90
EVANSVILLE MANOR	EVANSVILLE	0	8	0	0	0	21

Name	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
EVERGREEN CARE CENTER	SHAWANO	0	50	0	0	15	67
EVERGREEN HEALTH CENTER	OSHKOSH	0	21		13	0	31
FAIR VIEW NURSING HOME	MAUSTON	0	33	0	0	80	57
FAIRHAVEN CORPORATION	WHITEWATER	30	20	0	36	83	62
FALL CREEK VALLEY CARE CENTER	FALL CREEK	100	75	33	25	50	105
FAMILY HERITAGE NURSING & REHABILITATION CENTER, LLC	BLACK RIVER FALLS	250	160	100	57	20	104
FOND DU LAC LUTHERAN HOME INC	FOND DU LAC	150	100	0	9	85	64
FOUNTAIN VIEW CARE CENTER	RIPON	0	83	0	71	0	25
FOUR WINDS MANOR	VERONA	38	50	0	40	67	56
FOX RIVER NURSING AND REHAB CENTER	APPLETON	100	100	50	150	40	117
FRANCISCAN VILLA	SOUTH MILWAUKEE	75	117	13	73	35	34
FREDERIC NURSING AND REHABILITATION COMMUNITY	FREDERIC	75		0	125	100	100
FRIENDLY VILLAGE NURSING AND REHABILITATION CENTER	RHINELANDER	56	0	33	150	15	54
GENEVA LAKE MANOR	LAKE GENEVA	17	50	20	50	45	43
GILMAN CARE CENTER, LLC	GILMAN	50	100	100		115	133
GLENHAVEN INC	GLENWOOD CITY	20	50	0	100	71	47
GOLDEN AGE MANOR	AMERY	0	25	0	46	0	72
GOLDEN LIVINGCENTER-BEAVER DAM	BEAVER DAM	18	33	0	0	64	0
GOLDEN LIVINGCENTER-COLONIAL MANOR	GLENDALE	35	17	27	22	33	30
GOLDEN LIVINGCENTER-CONTINENTAL MANOR	ABBOTSFORD	20	100	14	150	35	71
GOLDEN LIVINGCENTER-CONTINENTAL MANOR OF RANDOLPH	RANDOLPH	10	0	14	0	25	26
GOLDEN LIVINGCENTER-COURT MANOR	ASHLAND	0	30	0	25	53	59
GOLDEN LIVINGCENTER-DORCHESTER	STURGEON BAY	18	0	18	0	28	25
GOLDEN LIVINGCENTER-FLORENCE	FLORENCE	0	17	0		13	29
GOLDEN LIVINGCENTER-FORT ATKINSON	FORT ATKINSON	30	100	100	43	39	50
GOLDEN LIVINGCENTER-GOLDEN AGE	TOMAHAWK	80	20	33	0	4	100
GOLDEN LIVINGCENTER-HERITAGE SQUARE	GREENDALE	31	25	6	0	14	133

Name	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
GOLDEN LIVINGCENTER-RIB LAKE	RIB LAKE	25	100	50	50	77	57
GOLDEN LIVINGCENTER-RIVERDALE	MUSCODA	67	0	33	50	25	68
GOLDEN LIVINGCENTER-RIVERVIEW	TOMAHAWK	86	50	0	100	74	133
GOLDEN LIVINGCENTER-SHEBOYGAN	SHEBOYGAN	0	0	0		14	83
GOLDEN LIVINGCENTER-SILVER SPRING	GLENDALE	57	71	38	36	45	70
GOLDEN LIVINGCENTER-SOUTH SHORE	SAINT FRANCIS	0	67	0	60	0	367
GOLDEN LIVINGCENTER-SUPERIOR	SUPERIOR	18	50	0	0	39	22
GOLDEN LIVINGCENTER-THREE OAKS	MARSHFIELD	73	200	0	75	68	93
GOLDEN LIVINGCENTER-VALLEY OF HAYWARD	HAYWARD	29	133	0	75	29	86
GOLDEN LIVINGCENTER-VILLAGE GARDENS	GREEN BAY	122	83	25	60	53	25
GOLDEN LIVINGCENTER-WATERTOWN	WATERTOWN	38	17	29	75	52	21
GOLDEN LIVINGCENTER-WISCONSIN DELLS	WISCONSIN DELLS	50	100	0	67	67	83
GOLDEN YEARS HEALTH CENTER	WALWORTH	0	0	0	100	0	35
GOOD SAMARITAN SOCIETY-FENNIMORE	FENNIMORE	0	50	20	0	22	54
GOOD SAMARITAN SOCIETY-LODI	LODI	40	38	33	17	20	107
GOOD SAMARITAN SOCIETY-SCANDIA VILLAGE	SISTER BAY	0	57	0	0	31	113
GOOD SAMARITAN SOCIETY-ST CROIX VALLEY	ST CROIX FALLS	27	150	25	20	21	88
GOOD SHEPHERD SERVICES LTD	SEYMOUR	0	7		0	0	36
GRANCARE NURSING AND REHABILITATION CENTER	FOND DU LAC	0	50	25	33	81	150
GRANCARE NURSING CENTER	GREEN BAY	17	114	0	33	4	50
GRAND VIEW CARE CENTER	BLAIR	0	29	0	50	10	43
GRANDE PRAIRIE HEALTH AND REHABILITATION CENTER	PLEASANT PRAIRIE	13	33	0	80	59	100
GRAYS NURSING HOME	PLATTEVILLE	50	0	0	0	0	89
GREENTREE HEALTH AND REHABILITATION CENTER	CLINTONVILLE	40	100	0	150	71	65
GREENWAY MANOR	SPRING GREEN	13	200	0	0	0	31
GUNDERSEN TRI-COUNTY CARE CENTER	WHITEHALL	25	0	0	0	17	20
HALES CORNERS CARE CENTER	HALES CORNERS	60	25	13	57	41	83
HAMILTON MEMORIAL HOME	TWO RIVERS	0	50	0	40	28	47
HARBOR HAVEN HEALTH & REHABILITATION	FOND DU LAC	0	0	0	13	0	22
HARTFORD HEALTHCARE CENTER	HARTFORD	29	0			14	56

Name	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
HEARTLAND COUNTRY VILLAGE	BLACK EARTH	100	100	0	33	23	113
HERITAGE MANOR	ELROY	100	100	100	100	94	104
HERITAGE MANOR	RICE LAKE	25	17	0	25	12	63
HERITAGE NURSING AND REHABILITATION CENTER	PORT WASHINGTON	33	100	29	100	42	38
HERITAGE OF ELMWOOD NURSING HOME	ELMWOOD	0	0		29	7	41
HETZEL CARE NURSING & REHABILITATION CENTER, LLC	BLOOMER	100	100	0	200	71	138
HIGHLAND HEIGHTS HEALTHCARE CENTER	MILWAUKEE	0	33	59	230	18	16
HIGHLANDS AT NEWCASTLE PLACE	MEQUON	100	100	100	100	100	100
HILLSIDE MANOR	BEAVER DAM	14	33	0	0	20	28
HILLVIEW HEALTH CARE CENTER	LA CROSSE	11	15	0	20	25	51
HOLTON MANOR	ELKHORN	50	75	60	50	57	73
HOMESTEAD CARE CENTER, LLC	NEW HOLSTEIN	0	0	25	0	11	12
HOMME HOME FOR THE AGING	WITTENBERG	0	13	0	0	24	21
HOPE HEALTH AND REHABILITATION	LOMIRA	20	67	0		92	160
HOSPITALITY NURSING AND REHABILITATION CENTER	KENOSHA	90	22	133	40	108	44
INGLESIDE MANOR	MOUNT HOREB	13	25	0	100	71	31
IOLA LIVING ASSISTANCE, INC	IOLA	0	22		20	0	59
JEWISH HOME AND CARE CENTER	MILWAUKEE	25	167	36	100	70	70
JULIETTE MANOR	BERLIN	0	64		14	11	56
KARMENTA CENTER	MADISON	56	167	0	100	37	129
KENNEDY PARK NURSING AND REHAB CENTER	SCHOFIELD	17	100	0	100	14	10
KENOSHA ESTATES LIVING AND CARE CENTER	KENOSHA	71	150	171	375	235	114
KEWAUNEE CARE CENTER	KEWAUNEE	25	67	0	67	0	25
KINDRED NURSING AND REHABILITATION-BURLINGTON	BURLINGTON	100	100	100	100	100	100
KINDRED NURSING AND REHABILITATION-KENOSHA NORTH	KENOSHA	22	20	0	0	21	39
KINDRED NURSING AND REHABILITATION-KENOSHA SOUTH	KENOSHA	43	50	10	100	37	82
KINDRED NURSING AND REHABILITATION-MIDDLETON VILLAGE	MIDDLETON	50	50	60	100	57	57

Name	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
KINDRED NURSING AND REHABILITATION-NORTH RIDGE	MANITOWOC	0	0	9	0	31	91
KINDRED TRANSITIONAL CARE AND REHABILITATION - SAN LUIS	GREEN BAY	29	0	15	100	34	125
KINDRED TRANSITIONAL CARE AND REHABILITATION-COLONIAL	WAUSAU	0	50	125	133	3	72
KINDRED TRANSITIONAL CARE AND REHABILITATION-EASTVIEW	ANTIGO	6	33	36	57	20	88
KINDRED TRANSITIONAL CARE AND REHABILITATION-MILWAUKEE	MILWAUKEE	29	30	32	47	36	47
KINNIC HEALTH AND REHAB	RIVER FALLS	67	167	0	57	100	75
KNAPP HAVEN NURSING HOME	CHETEK	0	7		0	9	39
LADYSMITH LIVING CENTER, INC	LADYSMITH	13	100	33	100	48	100
LADYSMITH NURSING HOME	LADYSMITH	13	100	33	100	48	100
LAFAYETTE MANOR	DARLINGTON	40	50		43	17	50
LAKE COUNTRY HEALTH AND REHABILITATION CENTER	OCONOMOWOC	17	56	14	50	59	79
LAKE TERRACE HEALTH AND REHABILITATION CENTER	MILWAUKEE	29	40	59	32	39	84
LAKELAND HEALTH CARE CENTER	ELKHORN	9	80	0	38	4	77
LAKEVIEW HEALTH CENTER	WEST SALEM	12	33	21	0	11	38
LAKEVIEW MANOR	WEYAUWEGA	75	20	0	67	17	52
LANCASTER CARE CENTER	LANCASTER	20	50	0	50	8	81
LASATA CARE CENTER	CEDARBURG	20	67	0	33	19	83
LEDGE VIEW NURSING CENTER INC	DE PERE	67		0	200	75	75
LINCOLN VILLAGE CONVALESCENT CENTER	RACINE	54	133	33	25	22	38
LINDENGROVE MENOMONEE FALLS	MENOMONEE FALLS	27	18	29	25	76	27
LINDENGROVE MUKWONAGO	MUKWONAGO	0	38	0	50	17	38
LINDENGROVE NEW BERLIN	NEW BERLIN	10	20	0	17	61	72
LINDENGROVE WAUKESHA	WAUKESHA	6	54	0	0	28	46
LUTHER HOME	MARINETTE	64	56	20	40	24	38
LUTHER MANOR	MILWAUKEE	4	22	14	14	18	42
LUTHERAN HOME	WAUWATOSA	33	97	0	18	39	38
LUTHERAN HOME RIVER FALLS	RIVER FALLS	33		43	0	86	122

Name	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
MANAWA COMMUNITY NURSING CENTER	MANAWA	14	133	50		140	111
MANITOWOC HEALTH CARE CENTER	MANITOWOC	47	133	0	36	35	43
MANORCARE HEALTH SERVICES	APPLETON	0	25	0	50	25	38
MANORCARE HEALTH SERVICES	FOND DU LAC	17	29	50	0	29	47
MANORCARE HEALTH SERVICES EAST	GREEN BAY	50	67	33	67	58	79
MANORCARE HEALTH SERVICES- PEWAUKEE	WAUKESHA	7	78	10	67	41	146
MANORCARE HEALTH SERVICES WEST	GREEN BAY	19	17	25	28	57	80
MANORCARE HEALTH SERVICES-KENOSHA	KENOSHA	100	100	100	100	100	100
MANORCARE HEALTH SERVICES-PLATTEVILLE	PLATTEVILLE	120	75	140	80	45	83
MANORCARE HEALTH SERVICES-SHAWANO	SHAWANO	42		29		31	50
MAPLE LANE HEALTH AND REHABILITATION CENTER	SHAWANO	11	33	0	60	47	94
MAPLE RIDGE HEALTH AND REHABABILITATION CENTER	MILWAUKEE	43	22	0	0	24	14
MAPLEWOOD CENTER	WEST ALLIS	24	18	8	18	10	17
MAPLEWOOD OF SAUK PRAIRIE	SAUK CITY	0	9	0	9	35	10
MARINUKA MANOR	GALESVILLE	260	150	175	120	163	254
MARKESAN RESIDENT HOME INC	MARKESAN	0	29	0	100	74	31
MARQUARDT MEMORIAL MANOR	WATERTOWN	15	38		0	8	33
MARSHFIELD CARE CENTER, LLC	MARSHFIELD	23	35	17	33	20	24
MARY JUDE NURSING HOME	WEST ALLIS	67	67	0	0	55	75
MARYHILL MANOR INC	NIAGARA	0	31	0	71	0	73
MASONIC CENTER HEALTH & REHAB INC.	DOUSMAN	8	25	45	75	66	47
MAYO CLINIC HEALTH SYSTEM CHIPPEWA VALLEY- MAPLEWOOD NH	BLOOMER	0	33		0	10	47
MAYO CLINIC HEALTH SYSTEM-NORTHLAND, INC	BARRON	0	0	0	50	8	57
MAYO CLINIC HEALTH SYSTEM-OAKRIDGE, INC	OSSEO	100	100	0	175	67	138
MAYVILLE NURSING AND REHABILITATION CENTER	MAYVILLE	54	75	13	67	64	50
MEADOW VIEW MANOR	SHEBOYGAN	0	0	0	0	12	29
MELLEN MANOR	MELLEN	0	80	0	67	56	43
MEMORIAL NURSING AND REHABILITATION CENTER	MEDFORD	0	11	0	0	25	29
MENOMONEE FALLS HEALTH CARE CENTER	MENOMONEE FALLS	143		67	250	100	233
MERCY MANOR TRANSITION CENTER	JANESVILLE	0	13		0	0	57
MERCY MEDICAL CENTER SUBACUTE	OSHKOSH	40	25	0	67	0	0

Name	City	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
MERCY RESIDENTIAL AND REHABILITATION CENTER	MILWAUKEE	50	55	50	120	21	121
MIDDLE RIVER HEALTH CARE CENTER	SOUTH RANGE	100	100	100	100	100	100
MILWAUKEE CATHOLIC HOME	MILWAUKEE	11	20	0	31	12	31
MILWAUKEE COUNTY MENTAL HEALTH DIVISION REHABILITATION CENTRAL	MILWAUKEE	100	38	33	43	9	88
MILWAUKEE ESTATES LIVING & CARE CENTER	MILWAUKEE	60	50	19	64	23	89
MINERAL POINT CARE CENTER	MINERAL POINT	0	100	0	0	50	40
MITCHELL MANOR	WEST ALLIS	33	100	9	43	43	112
MONROE MANOR NURSING AND REHABILITATION	MONROE	89	100	125	67	55	73
MONTELLO CARE CENTER	MONTELLO	0	50	17		43	46
MORNINGSIDE HEALTH CENTER	SHEBOYGAN	25	200	0	200	50	175
MORROW MEMORIAL HOME	SPARTA	33	15	20	0	52	29
MULDER HEALTH CARE FACILITY	WEST SALEM	27	50	11	50	14	18
MUSKEGO HEALTH CARE CENTER	MUSKEGO	50	75	0	20	10	117
NAZARETH HEALTH AND REHABILITATION CENTER	STOUGHTON	44	100	11	50	31	67
NEILLSVILLE CARE AND REHABILITATION	NEILLSVILLE	40		0	100	24	38
NEW GLARUS HOME INC	NEW GLARUS	0	22		0	0	25
NEWCARE INC	CRIVITZ	33	67	33	33	46	90
NORSELAND NURSING HOME	WESTBY	33	11	0	0	0	48
NORTH CENTRAL HEALTH CARE	WAUSAU	25	20	0	100	48	48
NORTHERN LIGHTS HEALTH CARE CENTER	WASHBURN	0	25	0	33	20	45
NORTHPOINT MEDICAL AND REHABILITATION CENTER	OSHKOSH	89	150	40	100	45	53
NORWOOD HEALTH CENTER-CENTRAL	MARSHFIELD	67	100	100		0	13
NORWOOD HEALTH CENTER-PATHWAYS	MARSHFIELD	67	100	100		0	44
NU ROC COMMUNITY HEALTHCARE INC	LAONA	0	100	0	60	56	33
OAK PARK NURSING AND REHABILITATION CENTER	MADISON	67	117	17	50	54	115
OAK RIDGE CARE CENTER	UNION GROVE	50	300	22	0	77	77
OAKBROOK HEALTH AND REHABILITATION	THORP	100	100	100	100	100	100
OAKRIDGE GARDENS NURSING CENTER, INC	MENASHA	11	25	14	43	7	24
OAKVIEW CARE CENTER	DURAND	17	0	0	100	21	36
OAKWOOD LUTHERAN HOMES ASSOCIATION	MADISON	38	53	33	0	47	63
OAKWOOD VILLA	ALTOONA	18	25	0	60	68	44

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OAKWOOD VILLAGE EAST HEALTH AND REHABILITATION CENTER	MADISON	60	29		83	50	30
ODD FELLOW HOME	GREEN BAY	0	18	0	25	27	41
OMRO CARE CENTER	OMRO	29	233	50		120	160
ONALASKA CARE CENTER	ONALASKA	0	22	0	57	50	28
ORCHARD MANOR	LANCASTER	13	23	0	10	7	42
OREGON MANOR LTD	OREGON	20	33	40	0	36	53
PARK MANOR LTD	PARK FALLS	0	71	0	33	13	49
PARK VIEW HEALTH CENTER	OSHKOSH	7	30	100	100	20	32
PARK VIEW HOME	WOODVILLE	33	100	20		29	125
PARKSIDE CARE CENTER, LLC	LITTLE CHUTE	11	100	0	0	20	36
PARKVIEW MANOR HEALTH AND REHABILITATION CENTER	GREEN BAY	24	125	100	100	50	33
PEABODY MANOR	APPLETON	33	7	0	21	0	40
PEPIN MANOR	PEPIN	33	33	0	50	20	37
PIGEON FALLS HEALTH CARE CENTER	PIGEON FALLS	0	100	0		29	42
PINE CREST NURSING HOME	MERRILL	17	32	33	50	6	23
PINE HAVEN CHRISTIAN HOME	SHEBOYGAN FALLS	0	14	0	29	40	55
PINE MANOR HEALTH CARE CENTER	CLINTONVILLE	0	50	20	113	13	121
PINE VALLEY HEALTHCARE AND REHABILITATION CENTER	RICHLAND CENTER	25	33	0	29	0	76
PINE VIEW CARE CENTER	BLACK RIVER FALLS	200	62	0	217	50	90
PIONEER NURSING HOME	PRAIRIE FARM	50	75	0	200	26	33
PLEASANT VIEW NURSING HOME	MONROE	9	14	0	44	6	23
PLUM CITY CARE CENTER	PLUM CITY	0	13	0	29		45
PLYMOUTH CARE CENTER, LLC	PLYMOUTH	0	40	0	50	0	19
PORTAGE COUNTY HEALTH CARE CENTER	STEVENS POINT	0	10	0	50	0	38
PRAIRIE MAISON	PRAIRIE DU CHIEN	20		17	200	32	46
PREMIER REHABILITATION AND SKILLED NURSING	BELOIT	20	11	0	25	46	23
PRESCOTT NURSING AND REHABILITATION COMMUNITY	PRESCOTT	17	40	67	100	10	65

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RENNES HEALTH AND REHAB CENTER-APPLETON	APPLETON	11	23	0	14	11	57
RENNES HEALTH AND REHAB CENTER-DEPERE	DE PERE	26	40	33	43	86	82
RENNES HEALTH AND REHAB CENTER-EAST	PESHTIGO	0	18	0	0	10	43
RENNES HEALTH AND REHAB CENTER-RHINELANDER	RHINELANDER	0	33	0	100	8	38
RENNES HEALTH AND REHAB CENTER-WEST	PESHTIGO	14	13	0	36	0	49
RENNES HEALTH AND REHAB CENTER-WESTON	WESTON	0	50		50		62
REST HAVEN HEALTH CARE CENTER	VERONA	0	0	0	0	33	20
RICE LAKE CONVALESCENT CENTER	RICE LAKE	100	67	17	67	20	47
RIDGEVIEW TERRACE LONG TERM CARE	REEDSBURG	0	33		0		29
RIDGEWOOD CARE CENTER	RACINE	18	31	8	67	0	53
RIVER HILLS WEST HEALTH CARE CENTER	PEWAUKEE	10	0	25	22	83	73
RIVERS BEND HEALTH AND REHABILITATION	MANITOWOC	55	20	20	50	51	100
ROCK HAVEN	JANESVILLE	0	19		0	11	27
ROCKY KNOLL HEALTH CARE FACILITY	PLYMOUTH	0	0	0	26	0	12
ROLLING HILLS REHABILITATION CENTER	SPARTA	29	11	0	44	34	78
RUSK COUNTY MEMORIAL HOSPITAL AND NURSING HOME	LADYSMITH	33	0	67	50	4	50
SAMARITAN HEALTH CENTER	WEST BEND	8		0	60	4	24
SAMARITAN'S CEDAR CROSSING SUBACUTE UNIT	WESTBEND	0	50	0		33	71
SANNES SKOGDALEN HEIM	SOLDIERS GROVE	20	0	0	0	18	35
SANTA MARIA NURSING HOME INC	GREEN BAY	25	0	0	0	16	12
SARAH CHUDNOW CAMPUS	MEQUON	75	33	0	100	63	56
SAUK COUNTY HEALTH CARE CENTER	REEDSBURG	0	18	0	11	6	89
SCHMITT WOODLAND HILLS INC	RICHLAND CENTER	0	17			57	45
SEVEN OAKS NURSING & REHABILITATION CENTER	GLENDALE	40	60	29	33	32	59
SHADY LANE NURSING CARE CENTER	MANITOWOC	14	22	50	18	23	24
SHARPE CARE NURSING & REHABILITATION CENTER, LLC	OCONTO FALLS	0	18	0	25	0	8
SHEBOYGAN PROGRESSIVE CARE CENTER	SHEBOYGAN	33		0	50	41	35
SHEBOYGAN SENIOR COMMUNITY INC	SHEBOYGAN	33	67		50	88	73
SHOREHAVEN HEALTH & REHABILITATION CENTER	OCONOMOWOC	0	7	0	0	6	24

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SKAALEN NURSING AND REHABILITATION CENTER	STOUGHTON	0	150	0	67	0	44
SKY VIEW NURSING CENTER	HURLEY	100	0	40		20	100
SOUTHPOINTE HEALTHCARE CENTER	GREENFIELD						
SPRING VALLEY HEALTH AND REHABILITATION CENTER	SPRING VALLEY						
ST ANN REST HOME	MILWAUKEE	17	50	25	0	20	38
ST ANNE'S SALVATORIAN CAMPUS	MILWAUKEE	0	64		108	106	86
ST CAMILLUS HEALTH CENTER	WAUWATOSA	43	69	14	100	21	138
ST CLARE MEADOWS CARE CENTER	BARABOO	0	11	0	0	5	58
ST CROIX HEALTH CENTER	NEW RICHMOND	0	8	0	0	0	4
ST DOMINIC VILLA	HAZEL GREEN	11	10	0	100	43	25
ST ELIZABETH NURSING HOME	JANESVILLE	0	100	67	150	106	325
ST FRANCIS HOME	FOND DU LAC	14	11	0	40	0	47
ST FRANCIS IN THE PARK HEALTH AND REHABILITATION CENTER	SUPERIOR	0	60		100	67	44
ST JOHNS ON THE LAKE	MILWAUKEE	0	31		22	25	41
ST JOSEPH RESIDENCE	NEW LONDON	0	56	0	33	14	55
ST JOSEPH'S HOME AND REHABILITATION CENTER	KENOSHA	22	38	0	40	65	43
ST MARYS CARE CENTER	MADISON	18	41	0	17	53	41
ST MARYS HOME FOR THE AGED	MANITOWOC	0	50	0	15	7	45
ST PAUL ELDER SERVICES, INC	KAUKAUNA	17	59		22	0	64
ST PAUL RECOVERY INN	APPLETON	0	33				33
STEVENS POINT CARE CENTER	STEVENS POINT	67	140	0	0	58	67
STRAWBERRY LANE MEDICAL AND REHABILITATION CENTER	WISCONSIN RAPIDS	100	100	100	100	100	100
SUN PRAIRIE HEALTH CARE CENTER	SUN PRAIRIE	0	50	0	33	0	0
SUNNY HILL HEALTH CARE CENTER	MADISON	300	267	67	33	75	80
SUNNY RIDGE HEALTH AND REHABILITATION CENTER	SHEBOYGAN	24	100	33	22	35	48
SUNRISE CARE CENTER INC	MILWAUKEE	40	25	67	33	28	29
SYVERSON LUTHERAN HOME	EAU CLAIRE	29	300	0	300	43	357

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TAYLOR PARK NURSING AND REHABILITATION CENTER	RHINELANDER	44	25	80	40	42	87
TERRACEVIEW LIVING CENTER, INC	SHELL LAKE	33	33	0	33	0	120
THE WILLOWS NURSING AND REHABILITATION CENTER	SUN PRAIRIE	89	150	0		118	450
TIVOLI AT DIVINE SAVIOR HEALTHCARE	PORTAGE	75	125	0	200	71	200
TOMAH NURSING AND REHABILITATION	TOMAH	33	233	80	150	90	136
TRANSITIONAL CARE UNIT	FOND DU LAC	0	0		17		25
TREMPEALEAU COUNTY HEALTH CARE CENTER-IMD	WHITEHALL	60		50		31	133
TRINITY VILLAGE	MILWAUKEE	25	82	0	76	14	49
TUDOR OAKS HEALTH CENTER	MUSKEGO	0	117		45		57
UNITED PIONEER HOME INC	LUCK	0	60	0	50	52	68
UPLAND HILLS NURSING AND REHABILITATION	DODGEVILLE	0	30	0		8	33
VERNON MANOR	VIROQUA	0	43	0		11	33
VILLA AT BRADLEY ESTATES (THE)	MILWAUKEE	31	83	7	33	33	121
VILLA AT RIVER PARKWAY (THE)	MILWAUKEE	18	200	0	25	19	23
VILLA LORETTO NURSING HOME	MOUNT CALVARY	0	14	0	43	14	62
VILLA MARIA HEALTH AND REHABILITATION CENTER	HURLEY	0	25	20	0	36	88
VILLA MARINA HEALTH AND REHABILITATION CENTER	SUPERIOR	0	0	0	133	0	60
VILLA PINES LIVING CENTER	FRIENDSHIP	71	50	50	50	29	31
VIRGINIA HEALTH AND REHABILITATION CENTER	WAUKESHA	0	80	0	40	72	77
VIRGINIA HIGHLANDS HEALTH AND REHABILITATION CENTER	GERMANTOWN	89	50	9	44	117	93
WATER'S EDGE	HAYWARD	20	29	0	33	19	40
WAUKESHA SPRINGS HEALTH AND REHABILITATION CENTER	WAUKESHA	100	133	38	71	86	83
WAUNAKEE MANOR HEALTH CARE CENTER	WAUNAKEE	36	0	40	25	71	44
WAUSAU MANOR	WAUSAU	0	67	0	0	73	79
WELLSPRING OF MILWAUKEE	MILWAUKEE	78	117	60	81	25	53
WEYAUWEGA HEALTH CARE CENTER	WEYAUWEGA	33	0	0	200	75	44
WHEATON FRANCISCAN HEALTHCARE - FRANCISCAN WOODS	BROOKFIELD	17	13	14	36	67	68

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WHEATON FRANCISCAN HEALTHCARE - LAKESHORE MANOR	RACINE	0	25		14	0	36
WHEATON FRANCISCAN HEALTHCARE-TERRACE AT ST FRANCIS, INC.	MILWAUKEE	0	40	0	50	11	22
WI VETERANS HOME AINSWORTH 800	KING	10	38	5	79	5	86
WI VETERANS HOME MACARTHUR 422	KING	10	38	5	79	5	86
WI VETERANS HOME OLSON 600	KING	10	38	5	79	5	86
WI VETERANS HOME STORDOCK 700	KING	10	38	5	79	5	86
WI VETERANS HOME-BOLAND HALL	UNION GROVE	27	40	63	167	37	47
WILD ROSE MANOR	WILD ROSE	25	50	20	100	35	0
WILLIAMS BAY CARE CENTER	WILLIAMS BAY	0	33	0	100	40	63
WILLOW RIDGE HEALTHCARE	AMERY	100	20	80	125	63	59
WILLOWBROOK NURSING AND REHABILITATION	LAKE MILLS	22	40	0	67	57	57
WILLOWCREST CARE CENTER	SOUTH MILWAUKEE	26	13	19	67	51	56
WILLOWDALE NURSING AND REHABILITATION CENTER	NEW HOLSTEIN	25	33	0	0	47	60
WILLOWFIELD NURSING AND REHABILITATION CENTER	DELAVAN	0	40	0	0	75	60
WISCONSIN RAPIDS NURSING AND REHABILITATION CENTER	WISCONSIN RAPIDS	9	55	0	67	4	103
WISSOTA HEALTH AND REGIONAL VENT CENTER	CHIPPEWA FALLS	34	50	40	83	53	72
WOODLAND VILLAGE NURSING HOME	SURING	0		0	50	19	73
WOODLANDS OF GILLETT	GILLETT	0		33	200	65	50
WOODLANDS OF OCONTO	OCONTO	0	0	50	60	29	69
WOODS CROSSING AT WOODS POINT	BRODHEAD	25	20	0	25	14	35
WOODSIDE LUTHERAN HOME	GREEN BAY	17	62	29	63	19	53