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Supplemental Nursing Services Agencies

A Report to the Minnesota Legislature

Nursing Facility Rates and Policy Division

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Supplemental Nursing Services Agencies 2004

A Report to the Minnesota Legislature

Minnesota Department of Human Services

October, 2004

Prepared by the Department of Human Services
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I. INTRODUCTION

Minnesota Statutes, Chapter 256B.039, requires the Commissioner of the Department of Human Services (DHS) to report annually to the legislature on the use of supplemental nursing services in nursing facilities, including the number of hours worked by supplemental nursing services agency (SNSA) personnel and payments to supplemental nursing services agencies. For a background description of the SNSA law, its history, intent and provisions, please see *Supplemental Nursing Services: A Report to the Minnesota Legislature* published on April 16, 2003 and *Supplemental Nursing Services 2003: A Report to the Minnesota Legislature* published in January, 2004. Table 1 provides information on allowable maximum charges by SNSAs effective 7/1/04 and Table 2 lists the counties in each geographic group.

II. Data Available

Data is provided for the ten year period from 1994 thru 2003, the latest year for which this data is available. Data is provided for each of the three geographic areas and for the positions RN, LPN and CNA. Data for all years shown is for the 12-month period ending on 9/30 of that year, and filed with DHS by 12/31.

Including a year-by-year comparison of SNSA data is not possible for all facilities. Under Minnesota Statutes 256B.434 (commonly known as the APS statute), nursing facilities have been allowed to remove themselves from the Rule 50 method of rate setting since 1996. Before then, Rule 50 was the mechanism by which nursing facility rates were set and they were based on historical costs. When a facility moves to APS, it files a "data collection report" rather than a Rule 50 cost report. The data collection report does not require a facility to report costs, only selected statistical data. Without the cost data, a trend analysis of all nursing facility expenses related to SNSA's cannot be produced. Starting in 2001 the data collection report did include dollar amounts for some positions. Therefore, the data for the years 1995 to 2000 is incomplete. However, while the number of facilities upon which this data is based varies from year to year, we have no reason to believe that this variation in the number of facilities introduces any significant bias to the overall trends that emerge. The number of facilities reporting is shown in Table 3. The total of statewide facilities reported in 2003 is fewer than the number of facilities in the state because Rule 50 hospital attached facilities are not required to provide this data.

III. Enforcement Activities

Activities to enforce the SNSA law by MDH have been minimal due to staff and budget limitations. MDH investigates complaints. The eight complaints in the past year turned up one incident of overcharging which was the result of a misunderstanding of the definition of holiday pay.

IV. Number of SNSA Agencies

MDH has been registering SNSAs since 1/2/02. In the past year ten SNSAs registered with MDH and 32 SNSAs have dropped their registration. As of October 7, 2004 there are 86 SNSAs registered with MDH.

V. Comparing SNSA Costs per Hour with Employee Costs per Hour

Trend data for the cost per hour of SNSA workers and nursing home employees is provided in Table 4.

- Rural facility SNSA cost per hour is down for each position.
- Semi-rural SNSA cost per hour is greatly increased for each position.
- Metro SNSA cost per hour figures are mixed, one down (RN) and two up (LPN and CNA).
- Statewide SNSA cost per hour figures are up for each position from last year but still below their 2001 levels.
- Employee cost per hour figures are up statewide for each position and in each geographic area for each position except for metro CNAs.

The average hourly cost would be influenced by higher maximum charges allowed on recognized holidays.

It should be noted that the weighted average wage rates used in Table 1 for determining the allowable maximum charges differ from costs per hour for employees shown in Table 4. This is because the figures in Table 1 are adjusted upward to allow for the cost of payroll taxes. Also note that SNSA average charges may exceed the charge limit for 2002 because the charge limits were in force for only half the year.

VI. SNSA Hours

Trend data for SNSA hours is provided in Table 5.

- SNSA hours per 100,000 total hours decreased in all geographic areas for all three positions with the exception of rural LPN hours which increased.
- Statewide SNSA hours per 100,000 total hours for all three positions are down to 1,244, from 2,035 in 2002 and 3,909 in 2001, a two year reduction of 68%.

VII. SNSA Costs

Trend data for SNSA costs is provided in Table 6.

- SNSA costs are down in all geographic areas for all three positions with the exception of rural LPN whose costs increased.
- Statewide SNSA total costs for all three positions are down to \$13,964,000 from \$20,688,000 in 2002 and from \$41,780,000 in 2001, a two year reduction of 67%.
- Total rural facility costs for the three positions decreased \$198,000 (36%) between 2002 and 2003.
- Total semi-rural facility costs for the three positions decreased \$2,237,000 (46%) between 2002 and 2003.
- Total metro facility costs for the three positions decreased \$4,289,000 (28%) between 2002 and 2003.
- By discipline, statewide savings were \$846,000 for RNs, \$2.8 million for LPNs and \$3.12 million for CNAs between 2002 and 2003.

As with cost per hour and hours worked, we see sharp declines in 2003 to total SNSA costs. Total spending by Minnesota nursing facilities in the year that ended 9/30/03 was down \$6.7 million (32%) when compared with the previous year. This was a result of a decline in SNSA cost per hour by 10% and of a decline in total SNSA hours by 41%.

VIII. Conclusions

We theorize that the dramatic reduction in spending by nursing facilities is a result of two factors, the SNSA law and the economy. We may be able to see the relative strength of these factors when the economic recovery is more complete and unemployment goes down. As of this writing, no evidence has appeared suggesting adverse outcomes for residents resulting from the movement away from use of SNSAs.

Table 1

Weighted Average¹ Wage Rates in Minnesota Nursing Facilities
Sorted by Rule 50 Geographic Groups
Annual Increase Effective July 1, 2004

Weighted Average Wage and Payroll Tax Rates

| Geographic Employee Group Class | Group One | Group Two | Group Three |
|---------------------------------------|-----------|-----------|-------------|
| Registered Nurse | \$24.90 | \$24.22 | \$28.35 |
| LPN | \$17.91 | \$18.58 | \$22.35 |
| Nursing Aides (CNA) | \$12.30 | \$12.89 | \$15.05 |
| Trained Medication Aide (TMA) | \$13.00 | \$13.86 | \$16.51 |

Allowable Maximum Supplemental Nursing Service Charge (150%)

| Geographic Employee Group Class | Group One | Group Two | Group Three |
|---------------------------------------|-----------|-----------|-------------|
| Registered Nurse | \$37.35 | \$37.83 | \$42.53 |
| LPN | \$26.87 | \$27.87 | \$33.53 |
| Nursing Aides (CNA) | \$18.45 | \$19.34 | \$22.58 |
| Trained Medication Aide (TMA) | \$19.50 | \$20.79 | \$24.77 |

¹ Weighted by the number of employees in each job classification.

Table 1 (continued)

Weighted Average Holiday² Wage Rates in Minnesota Nursing Facilities

Sorted by Rule 50 Geographic Groups
Annual Increase Effective July 1, 2004

Weighted Average Wage and Payroll Tax Rates

| Geographic Employee Group Class | Group One | Group Two | Group Three |
|---------------------------------------|-----------|-----------|-------------|
| Registered Nurse | \$38.84 | \$39.60 | \$48.76 |
| LPN | \$27.76 | \$31.21 | \$39.34 |
| Nursing Aides (CNA) | \$19.43 | \$21.78 | \$26.19 |
| Trained Medication Aide (TMA) | \$22.10 | \$24.67 | \$29.88 |

Allowable Maximum Supplemental Nursing Service Holiday Charge (150%)

| Geographic Employee Group Class | Group One | Group Two | Group Three |
|---------------------------------------|-----------|-----------|-------------|
| Registered Nurse | \$58.26 | \$59.40 | \$73.14 |
| LPN | \$41.64 | \$46.82 | \$59.01 |
| Nursing Aides (CNA) | \$29.15 | \$32.67 | \$39.29 |
| Trained Medication Aide (TMA) | \$33.15 | \$37.01 | \$44.82 |

The counties in each of the three geographic groups is the same as the non-holiday pay scale.

² Days to which these rates apply are based on when the nursing facility pays higher rates to its employees for working recognized holidays.

Table 2

Geographic group one is the rural group consisting of Beltrami, Big Stone, Cass, Chippewa, Clearwater, Cottonwood, Crow Wing, Hubbard, Jackson, Kandiyohi, Lac Qui Parle, Lake of the Woods, Lincoln, Lyon, Mahnomen, Meeker, Morrison, Murray, Nobles, Pipestone, Redwood, Renville, Rock, Swift, Todd, Yellow Medicine, and Wadena counties.

Geographic group two is the semi-rural group consisting of Becker, Benton, Blue Earth, Brown, Chisago, Clay, Dodge, Douglas, Faribault, Fillmore, Freeborn, Goodhue, Grant, Houston, Isanti, Kanabec, Kittson, LeSueur, McLeod, Marshall, Martin, Mille Lacs, Mower, Nicollet, Norman, Olmsted, Otter Tail, Pennington, Pine, Polk, Pope, Red Lake, Rice, Roseau, Sherburne, Sibley, Stearns, Steele, Stevens, Traverse, Wabasha, Waseca, Watonwan, Wilkin, Winona, and Wright counties.

Geographic group three is the metro group consisting of Aitkin, Anoka, Carlton, Carver, Cook, Dakota, Hennepin, Itasca, Koochiching, Lake, Ramsey, Saint Louis, Scott, and Washington counties.

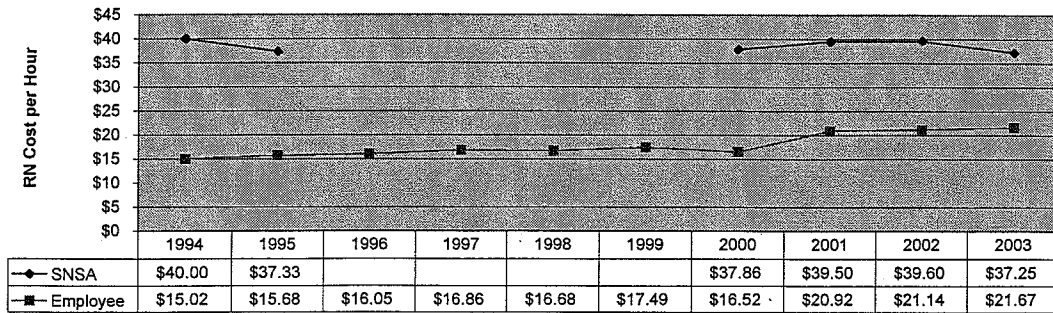
Number of Facilities Reporting**Table 3**

| | <u>1994</u> | <u>1995</u> | <u>1996</u> | <u>1997</u> | <u>1998</u> | <u>1999</u> | <u>2000</u> | <u>2001</u> | <u>2002</u> | <u>2003</u> |
|-----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Rural (group one) Facilities | 58 | 56 | 51 | 43 | 23 | 17 | 14 | 69 | 76 | 74 |
| Semi-rural (group two) Facilities | 138 | 129 | 101 | 83 | 55 | 47 | 42 | 140 | 154 | 151 |
| Metro (group three) Facilities | 159 | 138 | 111 | 94 | 42 | 34 | 30 | 142 | 154 | 149 |
| All Facilities (statewide) | 355 | 323 | 263 | 220 | 120 | 98 | 86 | 351 | 384 | 374 |

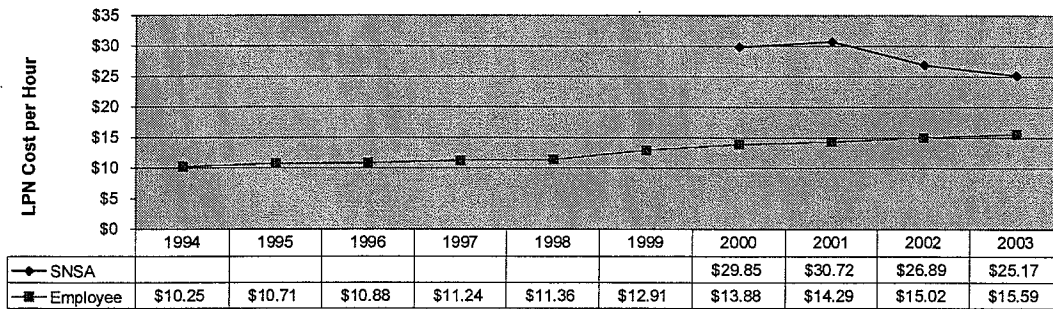
SNSA and Employee Cost per Hour Comparison

Table 4

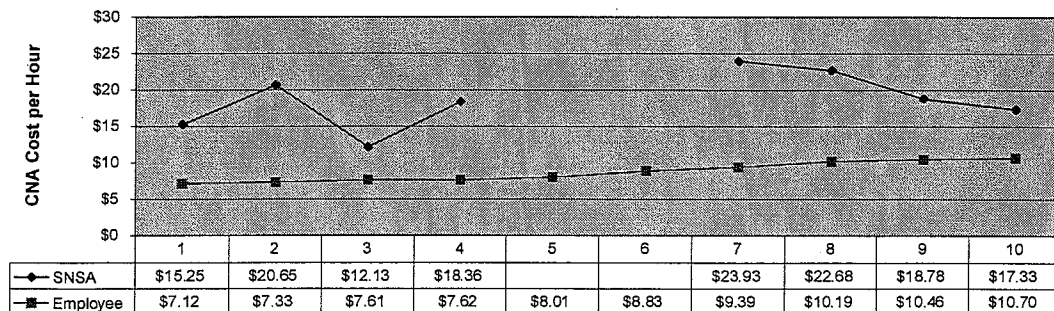
Rural (group one) Facilities



SNSA% change from prior year -6.7% 4.3% 0.3% -5.9%



SNSA% change from prior year 2.9% -12.5% -6.4%

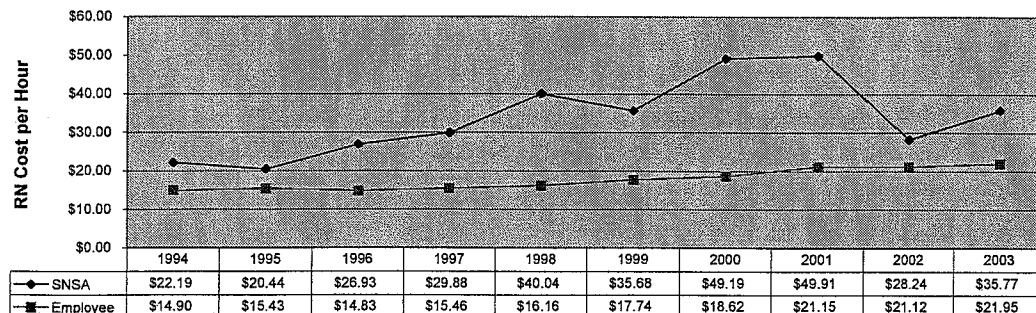


SNSA% change from prior year 35.4% -41.3% 51.4% -5.2% -17.2% -7.7%

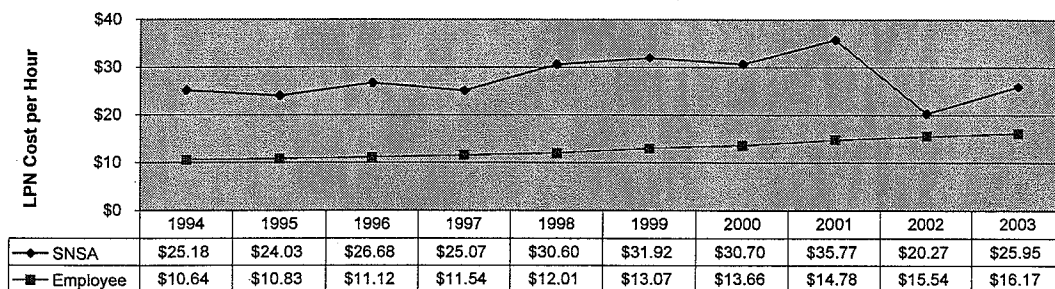
SNSA and Employee Cost per Hour Comparison

Table 4 (continued)

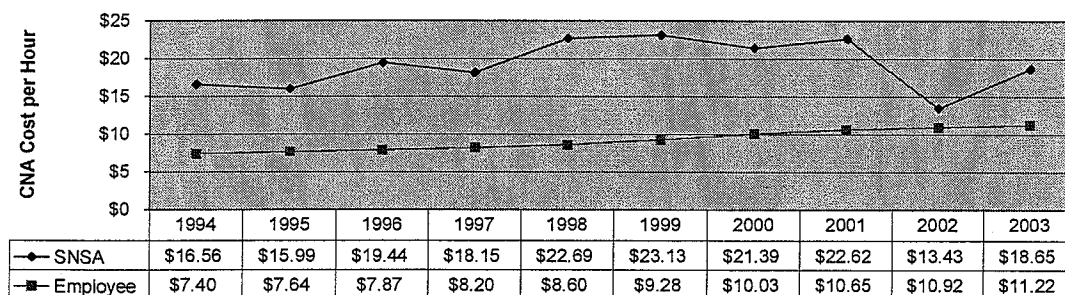
Semi-rural (group two) Facilities



SNSA% change from prior year -7.9% 31.8% 11.0% 34.0% -10.9% 37.9% 1.5% -43.4% 26.7%



SNSA% change from prior year -4.6% 11.0% -6.0% 22.1% 4.3% -3.8% 16.5% -43.3% 28.0%

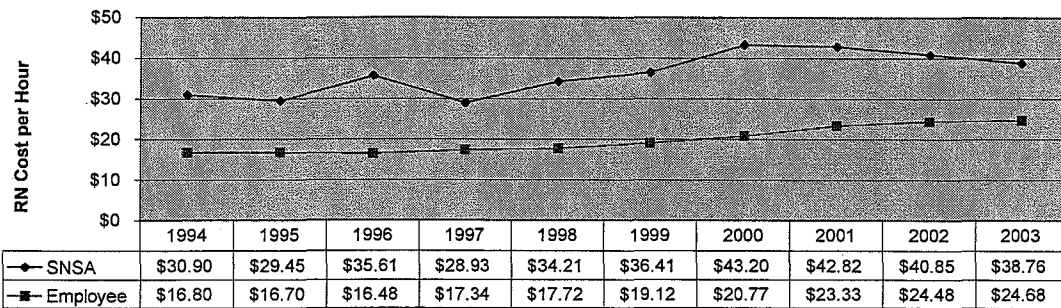


SNSA% change from prior year -3.4% 21.6% -6.6% 25.0% 1.9% -7.5% 5.8% -40.6% 38.9%

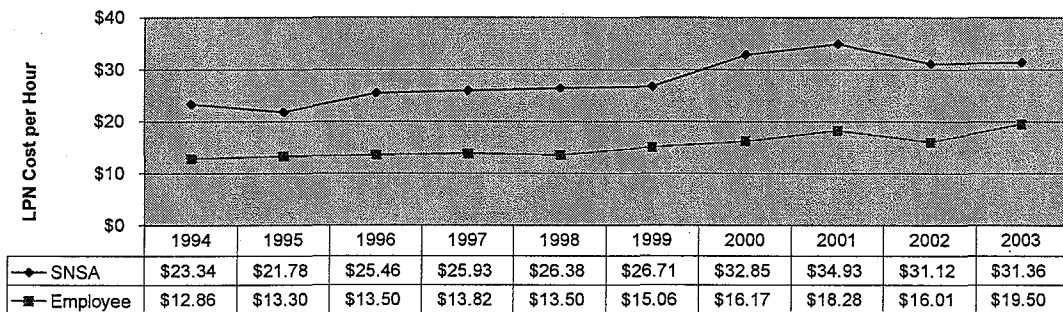
SNSA and Employee Cost per Hour Comparison

Table 4 (continued)

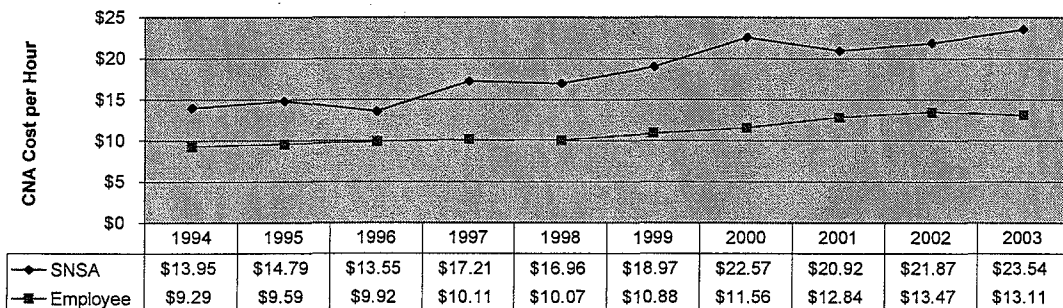
Metro (group three) Facilities



SNSA% change from prior year -4.7% 20.9% -18.8% 18.3% 6.4% 18.6% -0.9% -4.6% -5.1%



SNSA% change from prior year -6.7% 16.9% 1.8% 1.7% 1.3% 23.0% 6.3% -10.9% 0.8%



SNSA% change from prior year 6.0% -8.4% 27.0% -1.5% 11.9% 19.0% -7.3% 4.5% 7.6%

Table 4 (continued)

| | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 |
|------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| — SNSA | \$30.38 | \$28.08 | \$34.55 | \$29.08 | \$37.00 | \$36.04 | \$44.17 | \$43.57 | \$36.61 | \$38.25 |
| — Employee | \$16.18 | \$16.27 | \$15.98 | \$16.73 | \$16.93 | \$18.32 | \$19.32 | \$22.30 | \$22.92 | \$23.60 |

LPN Cost per Hour

| | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 |
|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| —●— SNSA | \$23.39 | \$21.87 | \$25.46 | \$25.89 | \$27.38 | \$28.99 | \$32.33 | \$34.97 | \$28.60 | \$30.40 |
| —■— Employee | \$11.69 | \$11.93 | \$12.13 | \$12.47 | \$12.43 | \$13.72 | \$14.53 | \$16.33 | \$15.71 | \$17.94 |

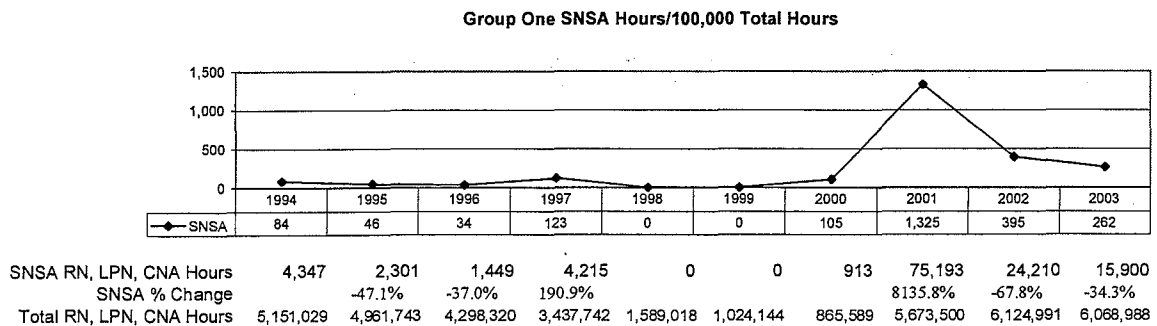
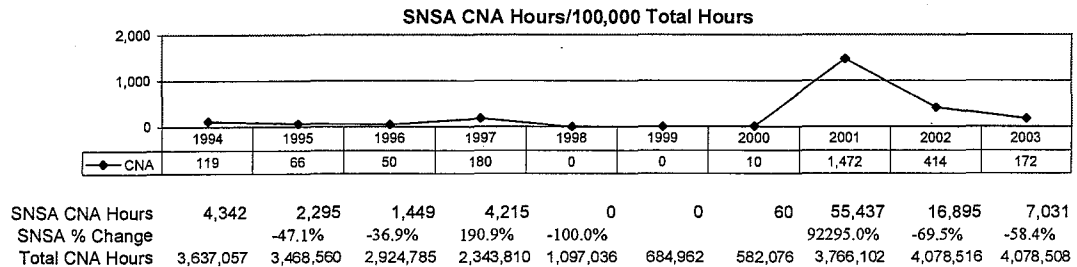
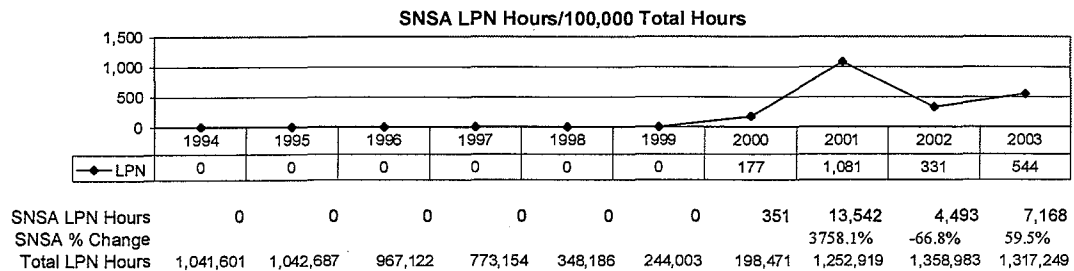
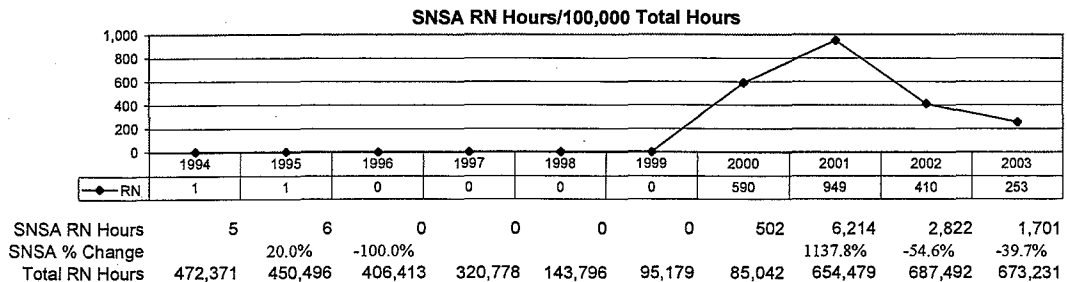
CNA Cost per Hour

| | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 |
|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| —●— SNSA | \$14.14 | \$14.94 | \$13.88 | \$17.39 | \$19.71 | \$21.05 | \$22.14 | \$21.50 | \$17.86 | \$21.27 |
| —■— Employee | \$8.35 | \$8.54 | \$8.81 | \$9.01 | \$9.03 | \$9.77 | \$10.47 | \$11.66 | \$12.07 | \$12.10 |

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**SNSA Hours Compared to Total Hours
Rural (group one) Facilities**

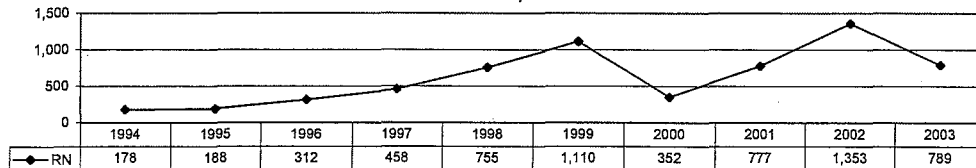
Table 5



**SNSA Hours Compared to Total Hours
Semi-rural (group two) Facilities**

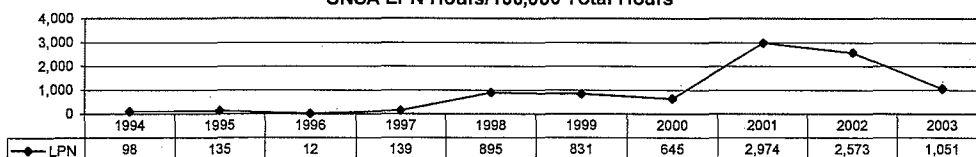
Table 5 (continued)

SNSA RN Hours/100,000 Total Hours



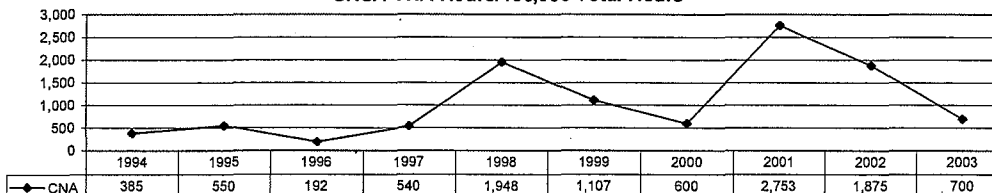
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|----------------|-----------|-----------|-----------|---------|---------|---------|---------|-----------|-----------|-----------|
| SNSA RN Hours | 2,531 | 2,685 | 3,437 | 4,318 | 4,879 | 5,480 | 1,428 | 12,850 | 22,795 | 13,200 |
| SNSA % Change | | 6.1% | 28.0% | 25.6% | 13.0% | 12.3% | -73.9% | 799.9% | 77.4% | -42.1% |
| Total RN Hours | 1,423,417 | 1,427,491 | 1,102,353 | 943,568 | 646,207 | 493,741 | 405,963 | 1,654,596 | 1,684,549 | 1,672,685 |

SNSA LPN Hours/100,000 Total Hours



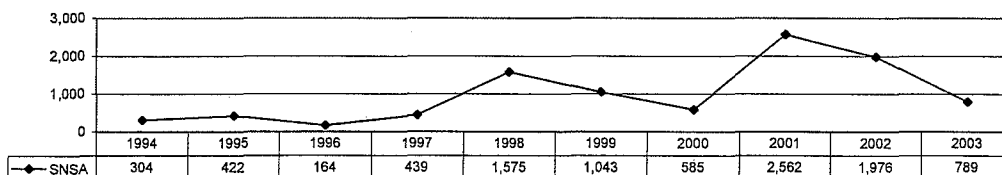
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|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|---------|-----------|-----------|-----------|
| SNSA LPN Hours | 2,981 | 3,975 | 273 | 2,592 | 11,152 | 8,906 | 6,050 | 93,107 | 87,780 | 34,211 |
| SNSA % Change | | 33.3% | -93.1% | 849.5% | 330.2% | -20.1% | -32.1% | 1439.0% | -5.7% | -61.0% |
| Total LPN Hours | 3,048,373 | 2,947,579 | 2,263,962 | 1,866,278 | 1,246,535 | 1,071,687 | 938,478 | 3,131,153 | 3,411,514 | 3,255,521 |

SNSA CNA Hours/100,000 Total Hours



| | | | | | | | | | | |
|-----------------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| SNSA CNA Hours | 38,667 | 51,061 | 12,569 | 29,145 | 71,910 | 33,933 | 15,033 | 238,822 | 183,863 | 67,137 |
| SNSA % Change | | 32.1% | -75.4% | 131.9% | 146.7% | -52.8% | -55.7% | 1488.7% | -23.0% | -63.5% |
| Total CNA Hours | 10,043,870 | 9,289,306 | 6,540,809 | 5,397,390 | 3,691,218 | 3,066,063 | 2,504,530 | 8,673,820 | 9,804,269 | 9,589,568 |

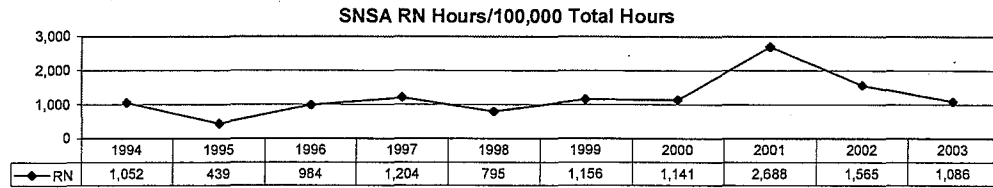
Group Two SNSA Hours/100,000 Total Hours



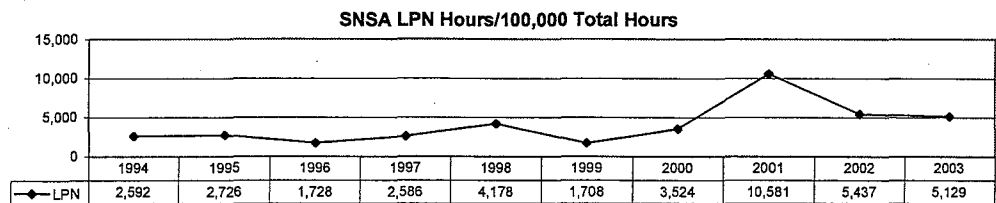
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|--------------------------|------------|------------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|
| SNSA RN, LPN, CNA Hours | 44,179 | 57,721 | 16,279 | 36,055 | 87,941 | 48,319 | 22,511 | 344,779 | 294,438 | 114,548 |
| SNSA % Change | | 30.7% | -71.8% | 121.5% | 143.9% | -45.1% | -53.4% | 1431.6% | -14.6% | -61.1% |
| Total RN, LPN, CNA Hours | 14,515,660 | 13,664,376 | 9,907,124 | 8,207,236 | 5,583,960 | 4,631,491 | 3,848,971 | 13,459,589 | 14,900,332 | 14,517,774 |

**SNSA Hours Compared to Total Hours
Metro (group three) Facilities**

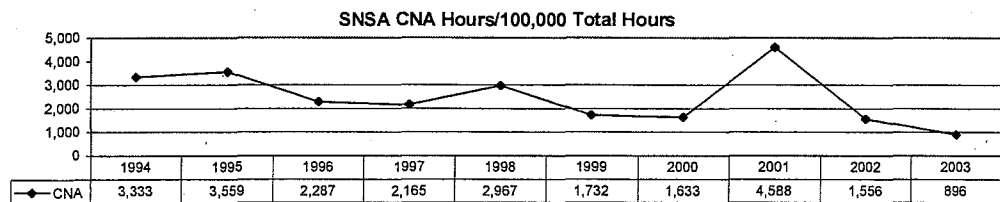
Table 5 (continued)



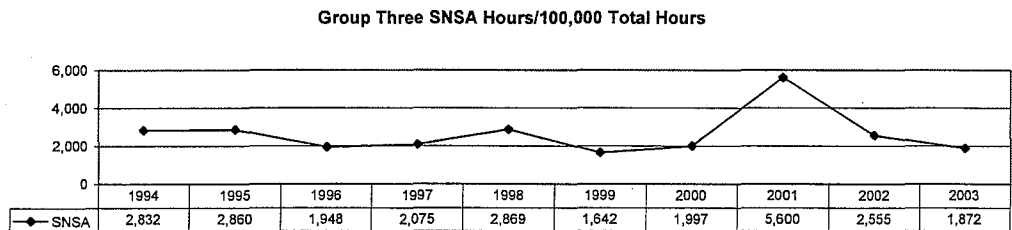
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|----------------|-----------|-----------|-----------|-----------|---------|---------|---------|-----------|-----------|-----------|
| SNSA RN Hours | 40,060 | 14,924 | 24,799 | 23,264 | 5,321 | 5,308 | 4,113 | 74,453 | 43,009 | 28,666 |
| SNSA % Change | | -62.7% | 66.2% | -6.2% | -77.1% | -0.2% | -22.5% | 1710.2% | -42.2% | -33.3% |
| Total RN Hours | 3,808,834 | 3,399,505 | 2,520,526 | 1,931,957 | 669,199 | 458,976 | 360,620 | 2,769,966 | 2,747,573 | 2,638,928 |



| | | | | | | | | | | |
|-----------------|-----------|-----------|-----------|-----------|---------|---------|---------|-----------|-----------|-----------|
| SNSA LPN Hours | 106,755 | 92,523 | 44,827 | 53,016 | 36,100 | 11,487 | 20,719 | 439,251 | 293,223 | 230,569 |
| SNSA % Change | | -13.3% | -51.6% | 18.3% | -31.9% | -68.2% | 80.4% | 2020.0% | -33.2% | -21.4% |
| Total LPN Hours | 4,118,507 | 3,393,971 | 2,593,473 | 2,050,154 | 864,069 | 672,627 | 587,976 | 4,151,485 | 5,392,654 | 4,495,442 |



| | | | | | | | | | | |
|-----------------|------------|------------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|
| SNSA CNA Hours | 517,781 | 442,606 | 202,745 | 151,989 | 78,075 | 34,014 | 26,358 | 571,479 | 199,604 | 115,225 |
| SNSA % Change | | -14.5% | -54.2% | -25.0% | -48.6% | -56.4% | -22.5% | 2068.1% | -65.1% | -42.3% |
| Total CNA Hours | 15,536,725 | 12,437,068 | 8,866,649 | 7,020,302 | 2,631,643 | 1,963,422 | 1,614,247 | 12,455,191 | 12,827,827 | 12,864,430 |

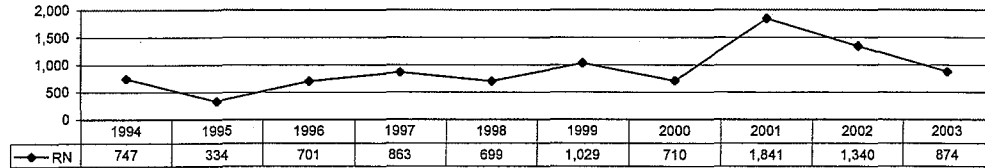


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|--------------------------|------------|------------|------------|------------|-----------|-----------|-----------|------------|------------|------------|
| SNSA RN, LPN, CNA Hours | 664,596 | 550,053 | 272,371 | 228,269 | 119,496 | 50,809 | 51,190 | 1,085,183 | 535,836 | 374,460 |
| SNSA % Change | | -17.2% | -50.5% | -16.2% | -47.7% | -57.5% | 0.7% | 2019.9% | -50.6% | -30.1% |
| Total RN, LPN, CNA Hours | 23,464,066 | 19,230,544 | 13,980,648 | 11,002,413 | 4,164,911 | 3,095,025 | 2,562,843 | 19,376,642 | 20,968,054 | 19,998,800 |

**SNSA Hours Compared to Total Hours
All Facilities (statewide)**

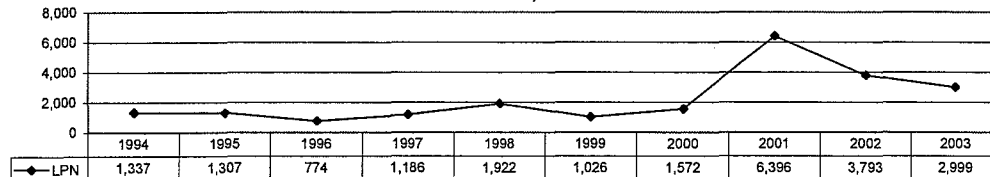
Table 5 (continued)

SNSA RN Hours/100,000 Total Hours



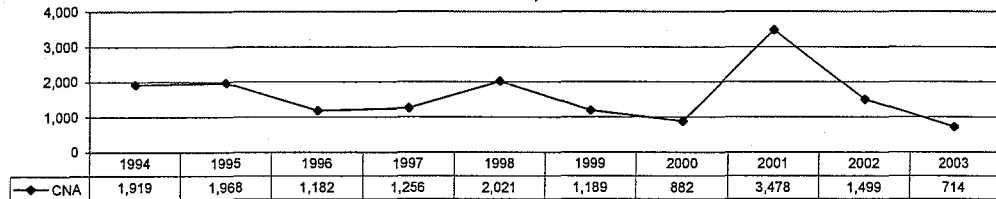
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|----------------|-----------|-----------|-----------|-----------|-----------|-----------|---------|-----------|-----------|-----------|
| SNSA RN Hours | 42,596 | 17,615 | 28,236 | 27,582 | 10,200 | 10,788 | 6,043 | 93,517 | 68,626 | 43,567 |
| SNSA % Change | | -58.6% | 60.3% | -2.3% | -63.0% | 5.8% | -44.0% | 1447.5% | -26.6% | -36.5% |
| Total RN Hours | 5,704,622 | 5,277,492 | 4,029,292 | 3,196,303 | 1,459,202 | 1,047,896 | 851,625 | 5,079,041 | 5,119,614 | 4,984,844 |

SNSA LPN Hours/100,000 Total Hours



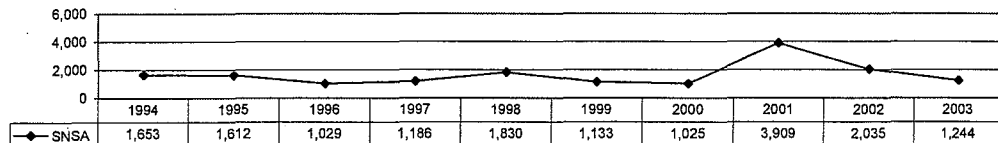
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|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-----------|
| SNSA LPN Hours | 109,736 | 96,498 | 45,100 | 55,608 | 47,252 | 20,393 | 27,120 | 545,900 | 385,496 | 271,948 |
| SNSA % Change | | -12.1% | -53.3% | 23.3% | -15.0% | -56.8% | 33.0% | 1912.9% | -29.4% | -29.5% |
| Total LPN Hours | 8,208,481 | 7,384,237 | 5,824,557 | 4,689,586 | 2,458,790 | 1,988,317 | 1,724,925 | 8,535,557 | 10,163,151 | 9,068,212 |

SNSA CNA Hours/100,000 Total Hours



| | | | | | | | | | | |
|-----------------|------------|------------|------------|------------|-----------|-----------|-----------|------------|------------|------------|
| SNSA CNA Hours | 560,790 | 495,962 | 216,763 | 185,349 | 149,985 | 67,947 | 41,451 | 865,738 | 400,362 | 189,393 |
| SNSA % Change | | -11.6% | -56.3% | -14.5% | -19.1% | -54.7% | -39.0% | 1988.6% | -53.8% | -52.7% |
| Total CNA Hours | 29,217,652 | 25,194,934 | 18,332,243 | 14,761,502 | 7,419,897 | 5,714,447 | 4,700,853 | 24,895,113 | 26,710,612 | 26,532,506 |

Statewide SNSA Hours/100,000 Total Hours

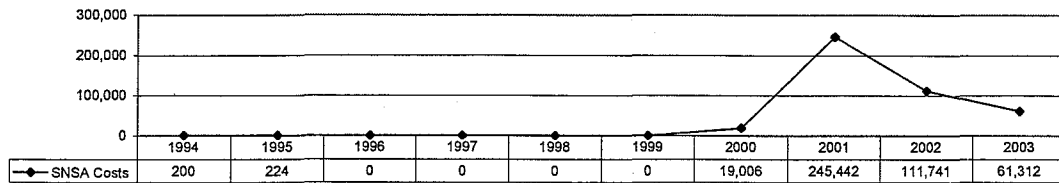


| | | | | | | | | | | |
|--------------------------|------------|------------|------------|------------|------------|-----------|-----------|------------|------------|------------|
| SNSA RN, LPN, CNA Hours | 713,122 | 610,075 | 290,099 | 268,539 | 207,437 | 99,128 | 74,614 | 1,505,155 | 854,484 | 504,908 |
| SNSA % Change | | -14.5% | -52.4% | -7.4% | -22.8% | -52.2% | -24.7% | 1917.3% | -43.2% | -40.9% |
| Total RN, LPN, CNA Hours | 43,130,755 | 37,856,663 | 28,186,092 | 22,647,391 | 11,337,889 | 8,750,660 | 7,277,403 | 38,509,711 | 41,993,377 | 40,585,562 |

**Actual Costs of Supplemental Nursing Services
Rural (group one) Facilities**

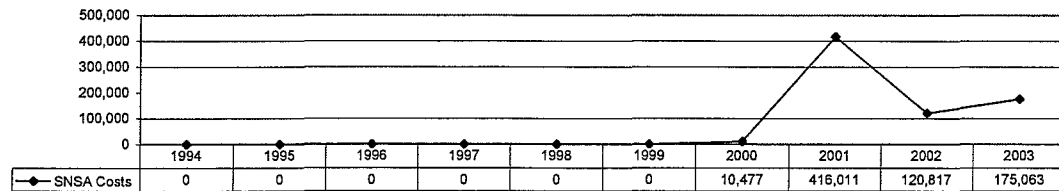
Table 6

SNSA RN Costs



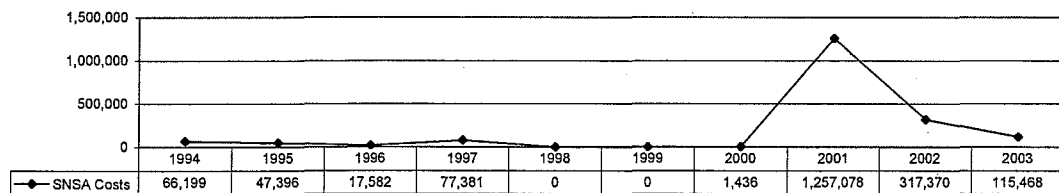
| | | | | | | | | | | |
|---------------------|--|-------|---------|---|---|---|--------|---------|----------|---------|
| SNSA \$ Cost Change | | 24 | -224 | 0 | 0 | 0 | 19,006 | 226,436 | -133,701 | -50,429 |
| SNSA % Change | | 12.0% | -100.0% | | | | | 1191.4% | -54.5% | -45.1% |

SNSA LPN Costs



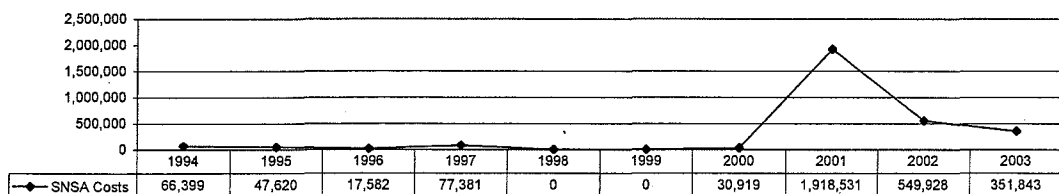
| | | | | | | | | | | |
|---------------------|--|---|---|---|---|---|--------|---------|----------|--------|
| SNSA \$ Cost Change | | 0 | 0 | 0 | 0 | 0 | 10,477 | 405,534 | -295,194 | 54,246 |
| SNSA % Change | | | | | | | | 3870.7% | -71.0% | 44.9% |

SNSA CNA Costs



| | | | | | | | | | | |
|---------------------|--|---------|---------|--------|---------|---|-------|-----------|----------|----------|
| SNSA \$ Cost Change | | -18,803 | -29,814 | 59,799 | -77,381 | 0 | 1,436 | 1,255,642 | -939,708 | -201,902 |
| SNSA % Change | | -28.4% | -62.9% | 340.1% | -100.0% | | | 87440.3% | -74.8% | -63.6% |

Group One SNSA Costs

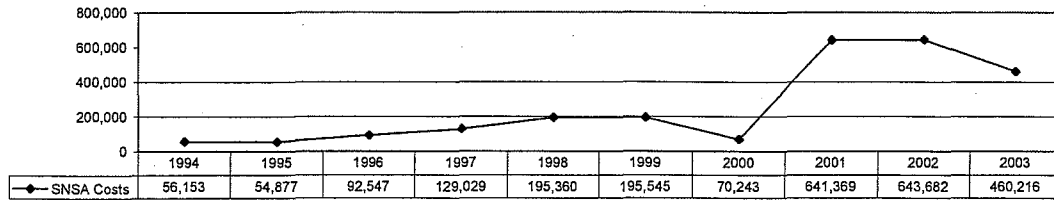


| | | | | | | | | | | |
|---------------------|--|---------|---------|--------|---------|---|--------|-----------|------------|----------|
| SNSA \$ Cost Change | | -18,779 | -30,038 | 59,799 | -77,381 | 0 | 30,919 | 1,887,612 | -1,368,603 | -198,085 |
| SNSA % Change | | -28.3% | -63.1% | 340.1% | -100.0% | | | 6105.0% | -71.3% | -36.0% |

Actual Costs of Supplemental Nursing Services
Semi-rural (group two) Facilities

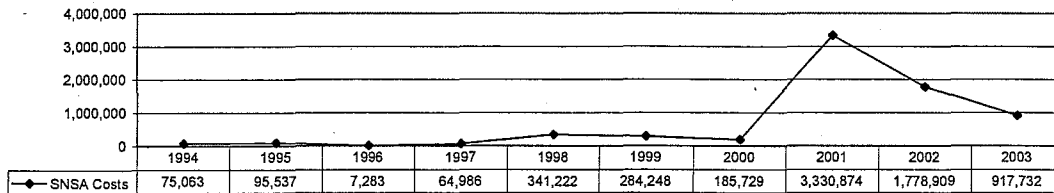
Table 6 (continued)

SNSA RN Costs



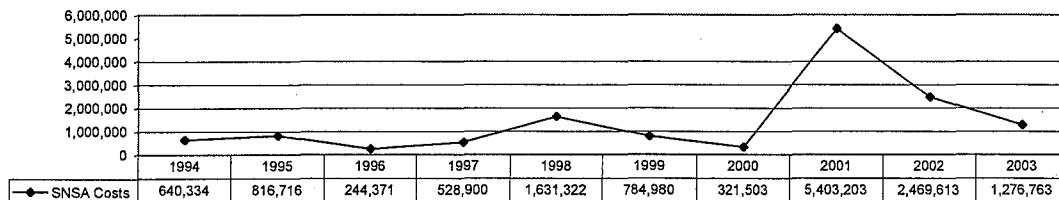
| | | | | | | | | | |
|---------------------|--------|--------|--------|--------|------|----------|---------|-------|----------|
| SNSA \$ Cost Change | -1,276 | 37,670 | 36,482 | 66,331 | 185 | -125,302 | 571,126 | 2,313 | -183,466 |
| SNSA % Change | -2.3% | 68.6% | 39.4% | 51.4% | 0.1% | -64.1% | 813.1% | 0.4% | -28.5% |

SNSA LPN Costs



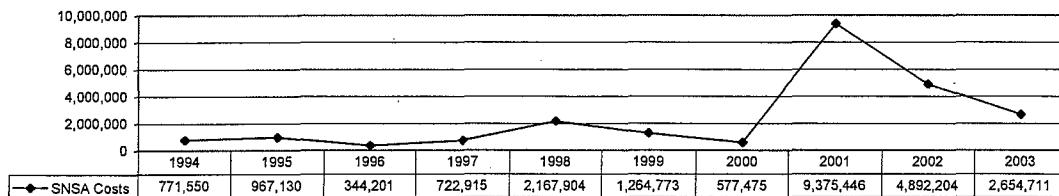
| | | | | | | | | | |
|---------------------|--------|---------|--------|---------|---------|---------|-----------|------------|----------|
| SNSA \$ Cost Change | 20,474 | -88,254 | 57,703 | 276,236 | -56,974 | -98,519 | 3,145,145 | -1,551,965 | -861,177 |
| SNSA % Change | 27.3% | -92.4% | 792.3% | 425.1% | -16.7% | -34.7% | 1693.4% | -46.6% | -48.4% |

SNSA CNA Costs



| | | | | | | | | | |
|---------------------|---------|----------|---------|-----------|----------|----------|-----------|------------|------------|
| SNSA \$ Cost Change | 176,382 | -572,345 | 284,529 | 1,102,422 | -846,342 | -463,477 | 5,081,700 | -2,933,590 | -1,192,850 |
| SNSA % Change | 27.5% | -70.1% | 116.4% | 208.4% | -51.9% | -59.0% | 1580.6% | -54.3% | -48.3% |

Group Two SNSA Costs

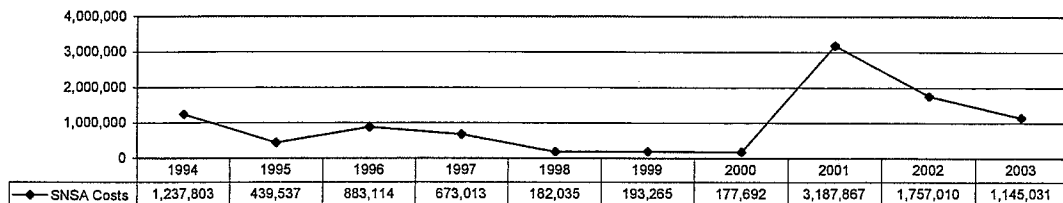


| | | | | | | | | | |
|---------------------|---------|----------|---------|-----------|----------|----------|-----------|------------|------------|
| SNSA \$ Cost Change | 195,580 | -622,929 | 378,714 | 1,444,989 | -903,131 | -687,298 | 8,797,971 | -4,483,242 | -2,237,493 |
| SNSA % Change | 25.3% | -64.4% | 110.0% | 199.9% | -41.7% | -54.3% | 1523.5% | -47.8% | -45.7% |

Actual Costs of Supplemental Nursing Services
Metro (group three) Facilities

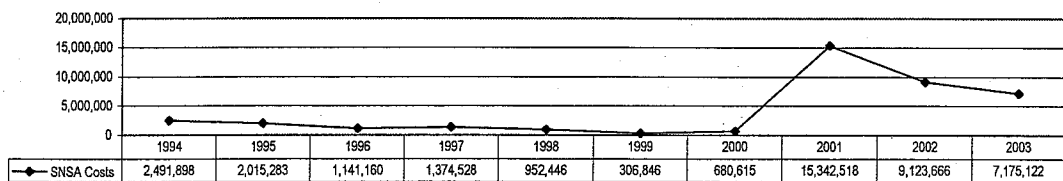
Table 6 (continued)

SNSA RN Costs



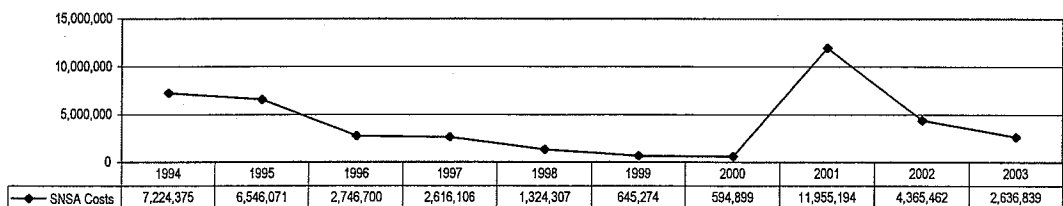
| | | | | | | | | | |
|---------------------|----------|---------|----------|----------|--------|---------|-----------|------------|----------|
| SNSA \$ Cost Change | -798,266 | 443,577 | -210,101 | -490,978 | 11,230 | -15,573 | 3,010,175 | -1,430,857 | -611,979 |
| SNSA % Change | -64.5% | 100.9% | -23.8% | -73.0% | 6.2% | -8.1% | 1694.0% | -44.9% | -34.8% |

SNSA LPN Costs



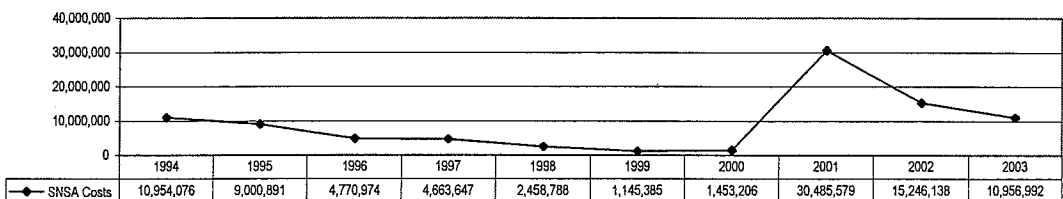
| | | | | | | | | | |
|---------------------|----------|----------|---------|----------|----------|---------|------------|------------|------------|
| SNSA \$ Cost Change | -476,615 | -874,123 | 233,368 | -422,082 | -645,600 | 373,769 | 14,661,903 | -6,218,852 | -1,948,544 |
| SNSA % Change | -19.1% | -43.4% | 20.5% | -30.7% | -67.8% | 121.8% | 2154.2% | -40.5% | -21.4% |

SNSA CNA Costs



| | | | | | | | | | |
|---------------------|----------|------------|----------|------------|----------|---------|------------|------------|------------|
| SNSA \$ Cost Change | -678,304 | -3,799,371 | -130,594 | -1,291,799 | -679,033 | -50,375 | 11,360,295 | -7,589,732 | -1,728,623 |
| SNSA % Change | -9.4% | -58.0% | -4.8% | -49.4% | -51.3% | -7.8% | 1909.6% | -63.5% | -39.6% |

Group Three SNSA Costs

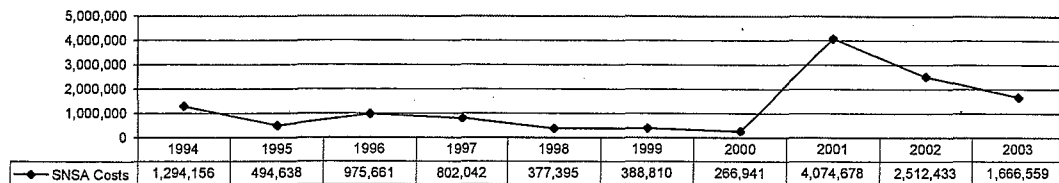


| | | | | | | | | | |
|---------------------|------------|------------|----------|------------|------------|---------|------------|-------------|------------|
| SNSA \$ Cost Change | -1,953,185 | -4,229,917 | -107,327 | -2,204,859 | -1,313,403 | 307,821 | 29,032,373 | -15,239,441 | -4,289,146 |
| SNSA % Change | -17.8% | -47.0% | -2.2% | -47.3% | -53.4% | 26.9% | 1997.8% | -50.0% | -28.1% |

**Actual Costs of Supplemental Nursing Services
All Facilities (statewide)**

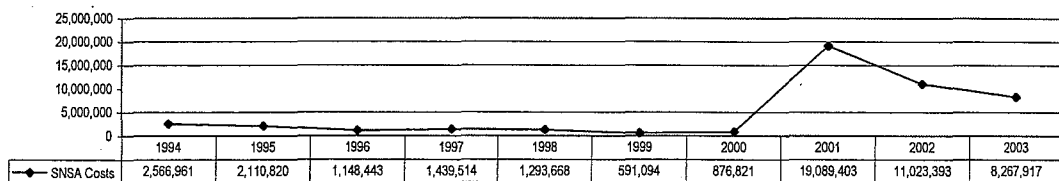
Table 6 (continued)

Statewide SNSA RN Costs



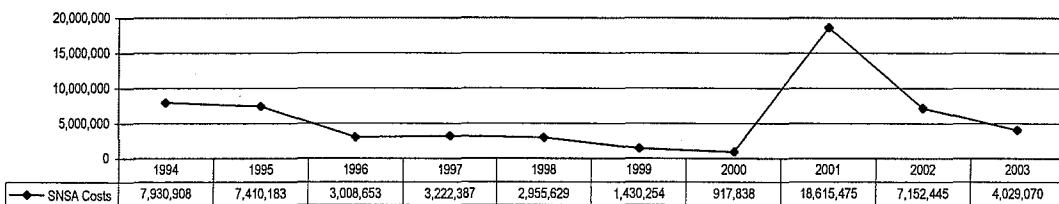
| | | | | | | | | | |
|---------------------|----------|---------|----------|----------|--------|----------|-----------|------------|----------|
| SNSA \$ Cost Change | -799,518 | 481,023 | -173,619 | -424,647 | 11,415 | -121,869 | 3,807,737 | -1,562,245 | -845,874 |
| SNSA % Change | -61.8% | 97.2% | -17.8% | -52.9% | 3.0% | -31.3% | 1426.4% | -38.3% | -33.7% |

Statewide SNSA LPN Costs



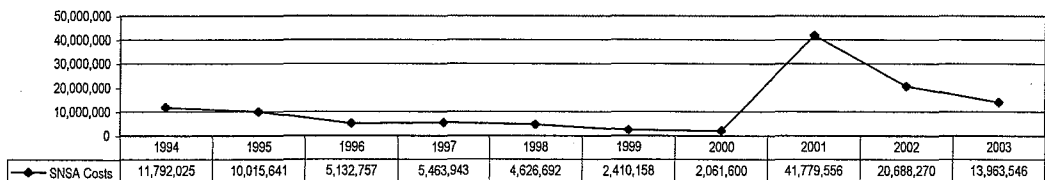
| | | | | | | | | | |
|---------------------|----------|----------|---------|----------|----------|---------|------------|------------|------------|
| SNSA \$ Cost Change | -456,141 | -962,377 | 291,071 | -145,846 | -702,574 | 285,727 | 18,212,582 | -8,066,010 | -2,755,476 |
| SNSA % Change | -17.8% | -45.6% | 25.3% | -10.1% | -54.3% | 48.3% | 2077.1% | -42.3% | -25.0% |

Statewide SNSA CNA Costs



| | | | | | | | | | |
|---------------------|----------|------------|---------|----------|------------|----------|------------|-------------|------------|
| SNSA \$ Cost Change | -520,725 | -4,401,530 | 213,734 | -266,758 | -1,525,375 | -512,416 | 17,697,637 | -11,463,030 | -3,123,375 |
| SNSA % Change | -6.6% | -59.4% | 7.1% | -8.3% | -51.6% | -35.8% | 1928.2% | -61.6% | -43.7% |

Statewide Total SNSA Costs



| | | | | | | | | | |
|---------------------|------------|------------|---------|----------|------------|----------|------------|-------------|------------|
| SNSA \$ Cost Change | -1,776,384 | -4,882,884 | 331,186 | -837,251 | -2,216,534 | -348,558 | 39,717,956 | -21,091,286 | -6,724,724 |
| SNSA % Change | -15.1% | -48.8% | 6.5% | -15.3% | -47.9% | -14.5% | 1926.6% | -50.5% | -32.5% |

