



150 State Street, Suite 301 Albany, New York 12207-1698 Telephone (518) 449-2707 Fax (518) 455-8908 Web [www.nyahsa.org](http://www.nyahsa.org)

## MEMORANDUM

**TO:** RHCF Members

**FROM:** Patrick Cucinelli, Senior Financial Policy Analyst

**DATE:** September 3, 2008

**SUBJECT:** **SNF PPS Rates for FY 2009**

**ROUTE TO:** Administrator, CFO, Billing Director

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ABSTRACT: CMS issues SNF PPS rates for federal fiscal year 2009.

### Introduction

On May 1, 2008 the Centers for Medicare and Medicaid Services (CMS) issued the proposed skilled nursing facility (SNF) prospective payment system (PPS) notice, which establishes Medicare Part A rates for the upcoming federal fiscal year (FY 2009) starting October 1, 2008. Subsequent to the issuing of the initial rule and comment period, CMS issued the final rule on August 8, 2008. A copy of the *Federal Register* version of the final rule (Volume 73, Number 154) and the proposed rule (Volume 73, Number 89) can be found at: [http://www.access.gpo.gov/su\\_docs/fedreg/frcont08.html](http://www.access.gpo.gov/su_docs/fedreg/frcont08.html).

The official CMS press release on the final rule is available at: [https://www.cms.hhs.gov/apps/media/press\\_releases.asp](https://www.cms.hhs.gov/apps/media/press_releases.asp).

### Initial Rule

The main issue of concern from the initially proposed rule was a planned recalibration of case-mix weights for the resource utilization groups (RUGs) used to calculate the Part A daily payment rates. With an initial market basket increase (MBI) of 3.1 percent and a recalibration impact of a negative 3.4 percent, the recalibration adjustment would have resulted in a net decrease in Part A rates for next year.

NYAHSA, AAHSA and our members strongly advocated against the recalibration and CMS did not include the recalibration adjustment in the final rule. CMS decided to postpone the recalibration pending a further refinement of the data. This is important to keep in mind as this issue is likely to resurface in some subsequent proposal.

## MBI and MBFE

One positive change between the initial and final rules is an increase in the MBI from 3.1 percent to 3.4 percent. Again, CMS is applying the full amount of the MBI without any offsetting recalibration adjustments. This MBI is based upon a 2004 base year, which was updated from a 1997 base year with last year's final rule. As noted below, 12 out of 14 wage index regions in the state are seeing a decrease in their wage index, which will partially offset the MBI increase.

There will be no market basket forecast error (MBFE) adjustment incorporated into the FY 2009 rates. The MBFE is meant to adjust for differences between the projected MBI and the actual rates of increase, and is calculated on a rolling 2-year basis. The threshold percentage that triggers an MBFE adjustment is 0.5 percent. The projected and actual MBI for FY 2007 were both 3.1 percent, resulting in a zero MBFE for FY 2009.

The FY 2009 rate components as adjusted by the 3.4 percent MBI are as follows:

**Table 1 - FY 2009 Unadjusted Federal Rate Per Diem - Urban**

Rate Component	Nursing - Case-Mix	Therapy - Case-Mix	Therapy - Non-Case-mix	Non-Case-Mix
Per Diem Amount	\$151.74	\$114.30	\$15.05	\$77.44

Source: CMS SNF PPS Final Rule for FY 2009

**Table 2 - FY 2009 Unadjusted Federal Rate Per Diem - Rural**

Rate Component	Nursing - Case-Mix	Therapy - Case-Mix	Therapy - Non-Case-mix	Non-Case-Mix
Per Diem Amount	\$144.97	\$131.80	\$16.08	\$78.87

Source: CMS SNF PPS Final Rule for FY 2009

The FY 2007 MBFE calculation breaks down as follows:

**Table 3 - FY 2007 Forecast Error Correction for CMS SNF Market Basket**

Index	Forecasted FY 2007 Increase	Actual FY 2007 Increase	FY 2007 Forecast Error Correction
SNF	3.1	3.1	0.0

Source: CMS SNF PPS Final Rule for FY 2009

## AAHSA Templates

This memo provides members with a listing of projected Medicare Part A rates broken down by counties (please see Appendix A). In addition, AAHSA is providing members with a Microsoft Excel™ spreadsheet that can be used to calculate FY 2009 rates and compare those rates to the FY 2008 rates. The template is available on the AAHSA Web site at: [www.aahsa.org](http://www.aahsa.org). Once on

the AAHSA Web site, click on *Advocacy, Policy, and Government*; then click on *Nursing Homes*; then click on *Payment and Financing - SNF PPS Rate Calculation Tools*.

## Wage Index

CMS continues to utilize a wage index in order to account for differences in regional wage levels. The wage index must be applied in a manner that does not result in aggregate payments that are greater or less than would otherwise be made in the absence of the wage adjustment. This is accomplished by applying a budget neutrality factor.

The labor related portion of the rate for FY 2009 is 69.783 percent, a decrease from 70.249 percent for the FY 2008 rates. This marks the second year in a row of a decrease in the labor percentage, which CMS attributes to the updating of the base year from 1997 to 2004. In other words, the updating of the base year continues to result in factors other than labor costs assuming relatively more importance in the rate calculation.

As noted in the MBI discussion, there are 12 regions in the state that will see decreases in their wage indexes from FY 2008 to FY 2009. For the 14 wage index regions in New York, the FY 2009 changes are as follows:

**Table 4. Comparison of FY 2008 and FY 2009 Medicare Wage Indexes**

Year	Region													
	Albany	Binghamton	Buffalo	Elmira	Glens Falls	Ithaca	Kingston	Nassau	NYC	Poughkeepsie	Rochester	Syracuse	Utica	Rural
2008	0.8588	0.8949	0.9568	0.8264	0.8256	0.9630	0.9556	1.2640	1.3115	1.0982	0.8858	0.9910	0.8486	0.8268
2009	0.8707	0.8574	0.9537	0.8247	0.8473	0.9614	0.9375	1.2453	1.2885	1.0920	0.8811	0.9787	0.8404	0.8145

Source: CMS SNF PPS Final Rule for FY 2009

The Ithaca, Nassau-Suffolk, New York City, and Rochester regions also saw decreases in their wage indexes last year, and the New York City region took a major hit to their wage index in FY 2006 with the consolidation of three northern New Jersey counties into the New York metro region. Following are the five regions which incurred wage index decreases last year:

**Table 5. Listing of FY 2008 Wage Index Decreases**

LISTING OF REGIONS WITH WAGE INDEX DECREASES		
Region	FY2008	FY2007
<b>Albany</b>	0.8588	0.8720
<b>Glens Falls</b>	0.8256	0.8325
<b>Ithaca</b>	0.9630	0.9928
<b>Nassau-Suffolk</b>	1.2640	1.2663
<b>New York Metro</b>	1.3115	1.3177
<b>Rochester</b>	0.8858	0.8994

Source: CMS SNF PPS Final Rule for FY 2008

- **Budget Neutrality Factor**

As noted above, the wage index must be applied in a manner that does not result in aggregate payments that are greater or less than would otherwise be made in the absence of the wage adjustment. This is accomplished by applying a budget neutrality factor. For FY 2009, that factor is 1.0009.

### **Administrative Presumption**

The process of administrative presumption continues under the 53-group RUG-III classification system. Under the 53-group system, patients who are correctly assigned to one of the upper 35 RUG-III categories are automatically classified as meeting the SNF level of care up to and including the assessment reference date on the 5-day Medicare required assessment. Patients falling in one lower 18 groups may still qualify for Part A coverage, but an individual level of care determination must be made.

### **Consolidated Billing**

CMS is not making any changes to the listing of services excluded under consolidated billing for FY 2008.

### **AIDS Adjustment**

Section 511 of the Medicare Prescription Drug, Improvement, and Modernization Act of 2003 instituted a temporary 128 percent increase in the PPS per diem payment for any SNF resident with an AIDS diagnosis code 042. This add-on remains in effect until such time as CMS institutes an appropriate adjustment in the patient classification system that captures the additional cost of caring for these individuals. Since CMS has yet to incorporate the necessary adjustments to the RUG-III system, this add-on will continue for FY 2009. (The second set of rate sheets in Appendix A lists the regional AIDS rates.)

### **Clarifications on Default Rate and Rehab Services**

The final rule also reiterates the clarifications put forth in the proposed rule regarding when a skilled nursing facility (SNF) may bill at the default payment rate, and the role of rehabilitation services evaluations in SNFs.

A recent analysis of claims data by CMS has confirmed confusion among providers as to when it is permissible to submit a claim using the Health Insurance Prospective Payment System (HIPPS) rate code of AAA00, which is the default code. Under the SNF PPS, SNFs are required to submit resident assessment data according to an assessment schedule. When the resident assessment is prepared timely, the provider should bill the RUG payment group that is assigned to the assessment. When the SNF fails to comply with the assessment schedule, it must file a late assessment in order to be paid. In this situation, CMS pays a "default rate" - a reduced payment made in lieu of the full SNF PPS rate that would have been paid had the resident been assessed in a timely manner. Noncompliance with the schedule is determined by the assessment reference date (ARD) on the resident assessment.

Program instructions also allow for payment at the default rate in the following limited circumstances where the SNF has failed to assess the beneficiary:

- When the stay is less than 8 days within a spell of illness;

- The SNF is notified on an untimely basis or is unaware of a Medicare Secondary Payer denial;
- The SNF is notified on an untimely basis of the revocation of a payment ban; the beneficiary requests a demand bill; or
- The SNF is notified on an untimely basis or is unaware of a beneficiary's disenrollment from a Medicare Advantage plan.

Further information regarding these limited circumstances can be found in the *Provider Reimbursement Manual, Part I (CMS Pub. 15-1), Chapter 28.*

In circumstances other than those described above, no payment is available to the SNF where the SNF fails to assess the resident. However, even when no payment will be made, CMS wishes to clarify that the SNF must nonetheless submit a claim using the HIPPS default rate code and an occurrence code 77 indicating provider liability in order to ensure that the beneficiary's spell of illness (benefit period) is updated.

CMS also recently received questions concerning *Change Request (CR) 5532* (Transmittal no. 73, dated June 29, 2007), regarding coverage of rehabilitation services in a SNF (see *CMS Pub. 100-2, Chapter 8, Sec. 30.4.1.1.*) As a result, we wish to clarify the requirement that an initial evaluation must be completed and the plan of treatment developed before recording the number of minutes of rehabilitation services provided or estimated for each discipline on the Resident Assessment Instrument (RAI).

Regarding the role of rehabilitation services in a SNF, for Medicare to provide coverage the services must be directly and specifically related to an active written treatment plan that is developed before the start of rehabilitation services. The plan must be based upon an initial evaluation performed by a qualified therapist (after SNF admission and before the start of rehabilitation services in the SNF) and must be approved by the physician after any needed consultation with the qualified therapist.

This means that the evaluation must have been performed for each discipline and the plan of treatment developed in order to include minutes for each discipline under Section P ("Special Treatments and Procedures") of the RAI, and also to project minutes under Section T ("Therapy Supplement for Medicare PPS") of the RAI. Section T of the MDS is completed for Medicare 5-day assessments and in certain cases, when a beneficiary is readmitted to the SNF, whereas Section P is completed for each Medicare-required assessment.

In those cases where a beneficiary is discharged during the SNF stay and later readmitted, an initial evaluation must be performed upon readmission to the SNF, prior to the start of rehabilitation services in the SNF.

### **PAC-PRD, STRIVE, and MDS 3.0**

An important policy issues discussed in the final and proposed rules involves the *post-acute care (PAC) payment reform demonstration (PRD)* initiative. The PAC-PRD is looking at steps towards achieving a more seamless delivering of post-acute care services, including a standardized assessment tool - the *Continuity Assessment Record and Evaluation (CARE)*. CMS is reiterating their long range goal of replacing the MDS and other assessment tools with a single product that would apply across the entire spectrum of post-acute care services. CMS ultimately

envisions a breakdown of the current silos of care, e.g., institutional and home care. The single assessment tool is seen as the critical first step in moving in this direction.

CMS also reviewed ongoing efforts regarding the Staff Time and Resource Intensity Verification (STRIVE) project and the MDS 3.0. While they report that progress is being made in both areas, CMS is still not able to offer definitive timelines as to the completion of either project.

For more information on STRIVE please refer to: <https://www.qtso.com/strive.html>.

A draft MDS 3.0 and additional educational materials are available on the CMS Web site at: [http://www.cms.hhs.gov/NursingHomeQualityInits/25\\_NHQIMDS30.asp](http://www.cms.hhs.gov/NursingHomeQualityInits/25_NHQIMDS30.asp).

## FY 2009 Rates

As usual, NYAHSa is providing members with the listing of SNF PPS rates for the upcoming FY broken down by payment locality. *The first set of rates sheets (Appendix A) lists the standard Part A rates and the second set (Appendix B) lists the enhanced AIDS rates.*

Table 6 lists the current New York payment localities. Facilities should locate their payment locality based upon the county listed and then refer to the relevant appendix for their Part A rates. If a county is not specifically listed, then the payment locality is classified as **Non-Urban**. Please note that the listed rates may vary slightly from your actual rates due to rounding.

**Table 6. - Payment Localities**

Payment Locality	Counties
Albany-Schenectady-Troy	Albany, Rensselaer, Saratoga, Schenectady, Schoharie
Binghamton	Broome, Tioga
Buffalo-Niagara Falls	Erie, Niagara
Elmira	Chemung
Glens Falls	Warren, Washington
Ithaca	Tompkins
Kingston	Ulster
Nassau-Suffolk	Nassau, Suffolk
New York	Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester (NJ – Bergen, Hudson, and Passaic)
Poughkeepsie	Dutchess, Orange
Rochester	Livingston, Monroe, Ontario, Orleans, Wayne
Syracuse	Madison, Onondaga, Oswego
Utica-Rome	Herkimer, Oneida
Non-Urban	All Other Counties

Please contact me with any questions at [pcucinelli@nyahsa.org](mailto:pcucinelli@nyahsa.org) or call 518-449-2707 ext. 145.

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## Attachments

53-RUG III GROUP	ALBANY WAGE INDEX 0.8707	BINGHAMTON WAGE INDEX 0.8574	BUFFALO WAGE INDEX 0.9537	ELMIRA WAGE INDEX 0.8247	GLENS FALLS WAGE INDEX 0.8473	ITHACA WAGE INDEX 0.9614	KINGSTON WAGE INDEX 0.9375
RUX	\$566.72	\$560.93	\$602.79	\$546.72	\$556.54	\$606.14	\$595.75
RUL	\$497.69	\$492.61	\$529.38	\$480.13	\$488.76	\$532.32	\$523.19
RVX	\$429.67	\$425.29	\$457.02	\$414.51	\$421.96	\$459.56	\$451.68
RVL	\$400.68	\$396.59	\$426.19	\$386.54	\$393.49	\$428.55	\$421.21
RHX	\$364.23	\$360.51	\$387.42	\$351.38	\$357.69	\$389.57	\$382.89
RHL	\$357.33	\$353.68	\$380.08	\$344.72	\$350.91	\$382.19	\$375.64
RMX	\$416.96	\$412.70	\$443.50	\$402.24	\$409.47	\$445.96	\$438.32
RML	\$382.44	\$378.54	\$406.79	\$368.95	\$375.58	\$409.05	\$402.04
RLX	\$296.01	\$292.99	\$314.86	\$285.57	\$290.70	\$316.60	\$311.18
RUC	\$481.13	\$476.22	\$511.76	\$464.15	\$472.49	\$514.60	\$505.78
RUB	\$441.09	\$436.59	\$469.17	\$425.53	\$433.17	\$471.78	\$463.69
RUA	\$420.38	\$416.10	\$447.15	\$405.55	\$412.84	\$449.63	\$441.92
RVC	\$386.87	\$382.93	\$411.50	\$373.22	\$379.93	\$413.79	\$406.70
RVB	\$367.55	\$363.80	\$390.95	\$354.58	\$360.95	\$393.12	\$386.38
RVA	\$330.27	\$326.90	\$351.30	\$318.62	\$324.35	\$353.25	\$347.20
RHC	\$336.62	\$333.19	\$358.05	\$324.74	\$330.58	\$360.04	\$353.87
RHB	\$321.43	\$318.15	\$341.90	\$310.09	\$315.66	\$343.80	\$337.90
RHA	\$297.97	\$294.93	\$316.94	\$287.45	\$292.62	\$318.70	\$313.23
RMC	\$309.28	\$306.12	\$328.97	\$298.37	\$303.73	\$330.79	\$325.13
RMB	\$301.00	\$297.92	\$320.16	\$290.38	\$295.59	\$321.94	\$316.42
RMA	\$294.09	\$291.09	\$312.82	\$283.72	\$288.81	\$314.55	\$309.16
RLB	\$272.54	\$269.76	\$289.89	\$262.93	\$267.65	\$291.50	\$286.51
RLA	\$232.51	\$230.14	\$247.31	\$224.30	\$228.34	\$248.68	\$244.42
SE3	\$340.92	\$337.44	\$362.62	\$328.89	\$334.80	\$364.63	\$358.38
SE2	\$289.84	\$286.88	\$308.29	\$279.61	\$284.63	\$310.00	\$304.69
SE1	\$258.09	\$255.45	\$274.52	\$248.98	\$253.45	\$276.04	\$271.31
SSC	\$253.94	\$251.35	\$270.11	\$244.98	\$249.39	\$271.61	\$266.96
SSB	\$240.14	\$237.69	\$255.43	\$231.67	\$235.83	\$256.85	\$252.44
SSA	\$236.00	\$233.59	\$251.02	\$227.67	\$231.76	\$252.42	\$248.09
CC2	\$252.56	\$249.99	\$268.64	\$243.65	\$248.03	\$270.13	\$265.50
CC1	\$230.48	\$228.12	\$245.15	\$222.34	\$226.34	\$246.51	\$242.29
CB2	\$219.43	\$217.19	\$233.40	\$211.69	\$215.49	\$234.70	\$230.68
CB1	\$209.77	\$207.63	\$223.12	\$202.37	\$206.00	\$224.36	\$220.52
CA2	\$208.39	\$206.26	\$221.66	\$201.04	\$204.65	\$222.89	\$219.07
CA1	\$194.58	\$192.60	\$206.97	\$187.72	\$191.09	\$208.12	\$204.55
IB2	\$186.30	\$184.40	\$198.16	\$179.73	\$182.96	\$199.26	\$195.85
IB1	\$183.54	\$181.67	\$195.22	\$177.06	\$180.25	\$196.31	\$192.94
IA2	\$168.35	\$166.64	\$179.07	\$162.41	\$165.33	\$180.07	\$176.98
IA1	\$161.45	\$159.80	\$171.73	\$155.76	\$158.55	\$172.68	\$169.72
BB2	\$184.92	\$183.03	\$196.69	\$178.40	\$181.60	\$197.79	\$194.40
BB1	\$179.40	\$177.57	\$190.82	\$173.07	\$176.18	\$191.88	\$188.59
BA2	\$166.97	\$165.27	\$177.60	\$161.08	\$163.98	\$178.59	\$175.53
BA1	\$155.93	\$154.34	\$165.86	\$150.43	\$153.13	\$166.78	\$163.92
PE2	\$201.49	\$199.43	\$214.31	\$194.38	\$197.87	\$215.50	\$211.81
PE1	\$197.34	\$195.33	\$209.91	\$190.38	\$193.80	\$211.07	\$207.46
PD2	\$191.82	\$189.87	\$204.03	\$185.05	\$188.38	\$205.17	\$201.65
PD1	\$189.06	\$187.13	\$201.10	\$182.39	\$185.67	\$202.21	\$198.75
PC2	\$182.16	\$180.30	\$193.76	\$175.73	\$178.89	\$194.83	\$191.49
PC1	\$179.40	\$177.57	\$190.82	\$173.07	\$176.18	\$191.88	\$188.59
PB2	\$160.07	\$158.44	\$170.26	\$154.42	\$157.20	\$171.21	\$168.27
PB1	\$158.69	\$157.07	\$168.79	\$153.09	\$155.84	\$169.73	\$166.82
PA2	\$157.31	\$155.71	\$167.33	\$151.76	\$154.49	\$168.25	\$165.37
PA1	\$153.17	\$151.61	\$162.92	\$147.76	\$150.42	\$163.83	\$161.02

53-RUG III GROUP	NASSAU- SUFFOLK	NEW YORK					
	WAGE INDEX 1.2453	METRO WAGE INDEX 1.2885	POUGHKEEPSIE WAGE INDEX 1.0920	ROCHESTER WAGE INDEX 0.8811	SYRACUSE WAGE INDEX 0.9787	UTICA WAGE INDEX 0.8404	NON-URBAN WAGE INDEX 0.8145
RUX	\$729.55	\$748.33	\$662.91	\$571.24	\$613.66	\$553.54	\$566.61
RUL	\$640.69	\$657.19	\$582.17	\$501.66	\$538.92	\$486.12	\$503.51
RVX	\$553.13	\$567.36	\$502.60	\$433.10	\$465.26	\$419.68	\$424.80
RVL	\$515.81	\$529.08	\$468.69	\$403.87	\$433.87	\$391.37	\$398.29
RHX	\$468.88	\$480.95	\$426.06	\$367.13	\$394.40	\$355.76	\$355.72
RHL	\$460.00	\$471.84	\$417.98	\$360.18	\$386.93	\$349.02	\$349.41
RMX	\$536.76	\$550.58	\$487.73	\$420.28	\$451.50	\$407.27	\$400.58
RML	\$492.33	\$505.01	\$447.36	\$385.49	\$414.13	\$373.56	\$369.03
RLX	\$381.06	\$390.87	\$346.26	\$298.37	\$320.53	\$289.13	\$283.33
RUC	\$619.37	\$635.31	\$562.79	\$484.96	\$520.98	\$469.94	\$488.36
RUB	\$567.83	\$582.45	\$515.96	\$444.61	\$477.63	\$430.84	\$451.76
RUA	\$541.17	\$555.10	\$491.74	\$423.74	\$455.21	\$410.61	\$432.83
RVC	\$498.04	\$510.85	\$452.54	\$389.96	\$418.92	\$377.88	\$385.67
RVB	\$473.16	\$485.33	\$429.94	\$370.48	\$397.99	\$359.00	\$368.00
RVA	\$425.17	\$436.12	\$386.34	\$332.91	\$357.63	\$322.60	\$333.93
RHC	\$433.34	\$444.50	\$393.76	\$339.30	\$364.51	\$328.80	\$330.48
RHB	\$413.79	\$424.44	\$376.00	\$324.00	\$348.06	\$313.96	\$316.60
RHA	\$383.58	\$393.45	\$348.54	\$300.34	\$322.65	\$291.04	\$295.15
RMC	\$398.14	\$408.39	\$361.78	\$311.75	\$334.90	\$302.09	\$302.14
RMB	\$387.48	\$397.46	\$352.09	\$303.40	\$325.93	\$294.00	\$294.57
RMA	\$378.60	\$388.34	\$344.01	\$296.44	\$318.46	\$287.26	\$288.26
RLB	\$350.85	\$359.88	\$318.81	\$274.72	\$295.12	\$266.21	\$261.87
RLA	\$299.32	\$307.02	\$271.98	\$234.36	\$251.77	\$227.10	\$225.27
SE3	\$438.87	\$450.17	\$398.78	\$343.63	\$369.16	\$332.99	\$317.40
SE2	\$373.12	\$382.72	\$339.04	\$292.15	\$313.85	\$283.10	\$270.70
SE1	\$332.24	\$340.79	\$301.89	\$260.14	\$279.47	\$252.09	\$241.68
SSC	\$326.91	\$335.33	\$297.05	\$255.97	\$274.98	\$248.04	\$237.89
SSB	\$309.14	\$317.10	\$280.90	\$242.06	\$260.03	\$234.56	\$225.27
SSA	\$303.81	\$311.63	\$276.06	\$237.88	\$255.55	\$230.51	\$221.48
CC2	\$325.13	\$333.50	\$295.44	\$254.58	\$273.49	\$246.69	\$236.63
CC1	\$296.70	\$304.34	\$269.60	\$232.31	\$249.57	\$225.12	\$216.44
CB2	\$282.48	\$289.75	\$256.68	\$221.18	\$237.61	\$214.33	\$206.34
CB1	\$270.04	\$276.99	\$245.38	\$211.44	\$227.15	\$204.89	\$197.50
CA2	\$268.27	\$275.17	\$243.76	\$210.05	\$225.65	\$203.55	\$196.24
CA1	\$250.49	\$256.94	\$227.61	\$196.14	\$210.70	\$190.06	\$183.62
IB2	\$239.83	\$246.00	\$217.92	\$187.79	\$201.73	\$181.97	\$176.05
IB1	\$236.28	\$242.36	\$214.69	\$185.00	\$198.74	\$179.27	\$173.53
IA2	\$216.73	\$222.31	\$196.93	\$169.70	\$182.30	\$164.44	\$159.64
IA1	\$207.84	\$213.19	\$188.86	\$162.74	\$174.83	\$157.70	\$153.33
BB2	\$238.05	\$244.18	\$216.31	\$186.40	\$200.24	\$180.62	\$174.79
BB1	\$230.95	\$236.89	\$209.85	\$180.83	\$194.26	\$175.23	\$169.74
BA2	\$214.95	\$220.48	\$195.32	\$168.31	\$180.81	\$163.09	\$158.38
BA1	\$200.73	\$205.90	\$182.40	\$157.17	\$168.85	\$152.31	\$148.29
PE2	\$259.38	\$266.06	\$235.69	\$203.09	\$218.18	\$196.80	\$189.93
PE1	\$254.05	\$260.59	\$230.84	\$198.92	\$213.69	\$192.76	\$186.15
PD2	\$246.94	\$253.30	\$224.38	\$193.35	\$207.71	\$187.36	\$181.10
PD1	\$243.39	\$249.65	\$221.15	\$190.57	\$204.72	\$184.67	\$178.57
PC2	\$234.50	\$240.54	\$213.08	\$183.61	\$197.25	\$177.93	\$172.26
PC1	\$230.95	\$236.89	\$209.85	\$180.83	\$194.26	\$175.23	\$169.74
PB2	\$206.07	\$211.37	\$187.24	\$161.35	\$173.33	\$156.35	\$152.07
PB1	\$204.29	\$209.55	\$185.63	\$159.96	\$171.84	\$155.00	\$150.81
PA2	\$202.51	\$207.72	\$184.01	\$158.57	\$170.34	\$153.65	\$149.55
PA1	\$197.18	\$202.25	\$179.17	\$154.39	\$165.86	\$149.61	\$145.76



53-RUG III GROUP	ALBANY WAGE INDEX 0.8707	BINGHAMTON WAGE INDEX 0.8574	BUFFALO WAGE INDEX 0.9537	ELMIRA WAGE INDEX 0.8247	GLENS FALLS WAGE INDEX 0.8473	ITHACA WAGE INDEX 0.9614	KINGSTON WAGE INDEX 0.9375
RUX	\$1,292.11	\$1,278.93	\$1,374.37	\$1,246.52	\$1,268.92	\$1,382.00	\$1,358.32
RUL	\$1,134.74	\$1,123.16	\$1,206.98	\$1,094.70	\$1,114.37	\$1,213.68	\$1,192.88
RVX	\$979.64	\$969.65	\$1,042.01	\$945.08	\$962.06	\$1,047.80	\$1,029.84
RVL	\$913.55	\$904.23	\$971.71	\$881.31	\$897.15	\$977.10	\$960.36
RHX	\$830.44	\$821.97	\$883.31	\$801.14	\$815.54	\$888.22	\$872.99
RHL	\$814.71	\$806.39	\$866.57	\$785.96	\$800.08	\$871.38	\$856.45
RMX	\$950.66	\$940.96	\$1,011.18	\$917.12	\$933.60	\$1,016.80	\$999.37
RML	\$871.97	\$863.08	\$927.49	\$841.21	\$856.32	\$932.64	\$916.65
RLX	\$674.90	\$668.02	\$717.87	\$651.09	\$662.79	\$721.86	\$709.49
RUC	\$1,096.97	\$1,085.77	\$1,166.80	\$1,058.26	\$1,077.28	\$1,173.28	\$1,153.17
RUB	\$1,005.69	\$995.43	\$1,069.71	\$970.20	\$987.64	\$1,075.65	\$1,057.22
RUA	\$958.47	\$948.70	\$1,019.50	\$924.66	\$941.27	\$1,025.16	\$1,007.59
RVC	\$882.07	\$873.07	\$938.23	\$850.95	\$866.24	\$943.44	\$927.27
RVB	\$838.01	\$829.46	\$891.36	\$808.44	\$822.97	\$896.31	\$880.95
RVA	\$753.02	\$745.34	\$800.97	\$726.45	\$739.51	\$805.41	\$791.61
RHC	\$767.49	\$759.66	\$816.35	\$740.41	\$753.72	\$820.89	\$806.82
RHB	\$732.87	\$725.39	\$779.53	\$707.01	\$719.72	\$783.86	\$770.42
RHA	\$679.36	\$672.43	\$722.61	\$655.39	\$667.17	\$726.63	\$714.17
RMC	\$705.15	\$697.96	\$750.05	\$680.27	\$692.50	\$754.21	\$741.29
RMB	\$686.27	\$679.27	\$729.96	\$662.06	\$673.95	\$734.01	\$721.43
RMA	\$670.53	\$663.69	\$713.22	\$646.87	\$658.50	\$717.18	\$704.89
RLB	\$621.40	\$615.06	\$660.96	\$599.47	\$610.24	\$664.63	\$653.24
RLA	\$530.12	\$524.71	\$563.87	\$511.41	\$520.60	\$567.00	\$557.28
SE3	\$777.29	\$769.36	\$826.77	\$749.86	\$763.34	\$831.36	\$817.11
SE2	\$660.83	\$654.09	\$702.90	\$637.51	\$648.97	\$706.80	\$694.69
SE1	\$588.44	\$582.43	\$625.90	\$567.67	\$577.87	\$629.37	\$618.59
SSC	\$578.99	\$573.09	\$615.85	\$558.56	\$568.60	\$619.27	\$608.66
SSB	\$547.52	\$541.93	\$582.38	\$528.20	\$537.69	\$585.61	\$575.57
SSA	\$538.08	\$532.59	\$572.33	\$519.09	\$528.42	\$575.51	\$565.65
CC2	\$575.85	\$569.97	\$612.51	\$555.53	\$565.51	\$615.91	\$605.35
CC1	\$525.49	\$520.12	\$558.94	\$506.94	\$516.05	\$562.04	\$552.41
CB2	\$500.31	\$495.20	\$532.16	\$482.65	\$491.33	\$535.11	\$525.94
CB1	\$478.27	\$473.39	\$508.72	\$461.40	\$469.69	\$511.55	\$502.78
CA2	\$475.13	\$470.28	\$505.37	\$458.36	\$466.60	\$508.18	\$499.47
CA1	\$443.65	\$439.12	\$471.90	\$428.00	\$435.69	\$474.52	\$466.38
IB2	\$424.77	\$420.43	\$451.81	\$409.78	\$417.14	\$454.32	\$446.53
IB1	\$418.47	\$414.20	\$445.11	\$403.71	\$410.96	\$447.58	\$439.91
IA2	\$383.85	\$379.93	\$408.29	\$370.30	\$376.96	\$410.55	\$403.52
IA1	\$368.11	\$364.35	\$391.55	\$355.12	\$361.50	\$393.72	\$386.97
BB2	\$421.62	\$417.32	\$448.46	\$406.74	\$414.05	\$450.95	\$443.22
BB1	\$409.03	\$404.86	\$435.07	\$394.60	\$401.69	\$437.48	\$429.99
BA2	\$380.70	\$376.82	\$404.94	\$367.27	\$373.87	\$407.19	\$400.21
BA1	\$355.52	\$351.89	\$378.15	\$342.98	\$349.14	\$380.25	\$373.74
PE2	\$459.39	\$454.70	\$488.63	\$443.18	\$451.14	\$491.35	\$482.93
PE1	\$449.95	\$445.36	\$478.59	\$434.07	\$441.87	\$481.25	\$473.00
PD2	\$437.36	\$432.89	\$465.20	\$421.92	\$429.51	\$467.78	\$459.76
PD1	\$431.06	\$426.66	\$458.50	\$415.85	\$423.32	\$461.05	\$453.15
PC2	\$415.32	\$411.09	\$441.76	\$400.67	\$407.87	\$444.22	\$436.60
PC1	\$409.03	\$404.86	\$435.07	\$394.60	\$401.69	\$437.48	\$429.99
PB2	\$364.96	\$361.24	\$388.20	\$352.09	\$358.41	\$390.35	\$383.66
PB1	\$361.82	\$358.12	\$384.85	\$349.05	\$355.32	\$386.99	\$380.35
PA2	\$358.67	\$355.01	\$381.50	\$346.01	\$352.23	\$383.62	\$377.05
PA1	\$349.23	\$345.66	\$371.46	\$336.90	\$342.96	\$373.52	\$367.12

53-RUG III GROUP	NASSAU- SUFFOLK	NEW YORK METRO					
	WAGE INDEX 1.2453	WAGE INDEX 1.2885	POUGHKEEPSIE WAGE INDEX 1.0920	ROCHESTER WAGE INDEX 0.8811	SYRACUSE WAGE INDEX 0.9787	UTICA WAGE INDEX 0.8404	NON-URBAN WAGE INDEX 0.8145
RUX	\$1,663.38	\$1,706.19	\$1,511.44	\$1,302.42	\$1,399.15	\$1,262.08	\$1,291.87
RUL	\$1,460.78	\$1,498.38	\$1,327.35	\$1,143.79	\$1,228.74	\$1,108.36	\$1,148.00
RVX	\$1,261.13	\$1,293.59	\$1,145.94	\$987.46	\$1,060.80	\$956.88	\$968.54
RVL	\$1,176.04	\$1,206.31	\$1,068.62	\$920.83	\$989.23	\$892.32	\$908.11
RHX	\$1,069.06	\$1,096.57	\$971.41	\$837.07	\$899.24	\$811.14	\$811.05
RHL	\$1,048.80	\$1,075.79	\$953.00	\$821.20	\$882.20	\$795.77	\$796.66
RMX	\$1,223.82	\$1,255.32	\$1,112.03	\$958.24	\$1,029.41	\$928.57	\$913.33
RML	\$1,122.52	\$1,151.41	\$1,019.99	\$878.93	\$944.21	\$851.71	\$841.39
RLX	\$868.83	\$891.19	\$789.47	\$680.29	\$730.81	\$659.22	\$645.98
RUC	\$1,412.16	\$1,448.51	\$1,283.17	\$1,105.72	\$1,187.84	\$1,071.47	\$1,113.47
RUB	\$1,294.65	\$1,327.98	\$1,176.40	\$1,013.71	\$1,089.00	\$982.31	\$1,030.02
RUA	\$1,233.88	\$1,265.64	\$1,121.17	\$966.12	\$1,037.88	\$936.20	\$986.86
RVC	\$1,135.52	\$1,164.75	\$1,031.80	\$889.11	\$955.14	\$861.57	\$879.33
RVB	\$1,078.79	\$1,106.56	\$980.26	\$844.69	\$907.43	\$818.53	\$839.05
RVA	\$969.39	\$994.35	\$880.85	\$759.03	\$815.41	\$735.52	\$761.36
RHC	\$988.02	\$1,013.45	\$897.77	\$773.61	\$831.07	\$749.65	\$753.50
RHB	\$943.45	\$967.73	\$857.27	\$738.72	\$793.58	\$715.84	\$721.85
RHA	\$874.57	\$897.08	\$794.68	\$684.78	\$735.64	\$663.57	\$672.93
RMC	\$907.77	\$931.13	\$824.85	\$710.78	\$763.57	\$688.77	\$688.89
RMB	\$883.46	\$906.20	\$802.76	\$691.74	\$743.12	\$670.32	\$671.62
RMA	\$863.20	\$885.42	\$784.35	\$675.88	\$726.08	\$654.95	\$657.24
RLB	\$799.94	\$820.53	\$726.88	\$626.35	\$672.87	\$606.95	\$597.07
RLA	\$682.44	\$700.01	\$620.10	\$534.35	\$574.03	\$517.80	\$513.62
SE3	\$1,000.63	\$1,026.38	\$909.23	\$783.49	\$841.68	\$759.22	\$723.67
SE2	\$850.71	\$872.60	\$773.00	\$666.10	\$715.57	\$645.47	\$617.20
SE1	\$757.51	\$777.01	\$688.32	\$593.13	\$637.18	\$574.76	\$551.02
SSC	\$745.36	\$764.54	\$677.28	\$583.61	\$626.96	\$565.54	\$542.39
SSB	\$704.84	\$722.98	\$640.46	\$551.89	\$592.87	\$534.79	\$513.61
SSA	\$692.68	\$710.51	\$629.41	\$542.37	\$582.65	\$525.57	\$504.98
CC2	\$741.31	\$760.39	\$673.59	\$580.44	\$623.55	\$562.46	\$539.51
CC1	\$676.48	\$693.89	\$614.68	\$529.68	\$569.02	\$513.27	\$493.47
CB2	\$644.06	\$660.64	\$585.23	\$504.30	\$541.75	\$488.68	\$470.45
CB1	\$615.70	\$631.54	\$559.46	\$482.09	\$517.89	\$467.16	\$450.31
CA2	\$611.64	\$627.39	\$555.78	\$478.92	\$514.49	\$464.08	\$447.43
CA1	\$571.13	\$585.83	\$518.96	\$447.19	\$480.40	\$433.34	\$418.66
IB2	\$546.81	\$560.89	\$496.87	\$428.15	\$459.95	\$414.89	\$401.39
IB1	\$538.71	\$552.58	\$489.50	\$421.81	\$453.14	\$408.74	\$395.64
IA2	\$494.14	\$506.86	\$449.00	\$386.91	\$415.65	\$374.93	\$363.99
IA1	\$473.88	\$486.08	\$430.60	\$371.05	\$398.60	\$359.55	\$349.60
BB2	\$542.76	\$556.73	\$493.19	\$424.98	\$456.54	\$411.82	\$398.52
BB1	\$526.56	\$540.11	\$478.46	\$412.29	\$442.91	\$399.52	\$387.01
BA2	\$490.09	\$502.70	\$445.32	\$383.74	\$412.24	\$371.85	\$361.11
BA1	\$457.67	\$469.45	\$415.87	\$358.36	\$384.97	\$347.26	\$338.09
PE2	\$591.39	\$606.61	\$537.37	\$463.05	\$497.44	\$448.71	\$433.05
PE1	\$579.23	\$594.14	\$526.32	\$453.53	\$487.22	\$439.49	\$424.41
PD2	\$563.02	\$577.51	\$511.59	\$440.84	\$473.59	\$427.19	\$412.90
PD1	\$554.92	\$569.20	\$504.23	\$434.50	\$466.77	\$421.04	\$407.15
PC2	\$534.66	\$548.42	\$485.82	\$418.64	\$449.73	\$405.67	\$392.76
PC1	\$526.56	\$540.11	\$478.46	\$412.29	\$442.91	\$399.52	\$387.01
PB2	\$469.83	\$481.92	\$426.91	\$367.87	\$395.20	\$356.48	\$346.72
PB1	\$465.78	\$477.77	\$423.23	\$364.70	\$391.79	\$353.41	\$343.84
PA2	\$461.72	\$473.61	\$419.55	\$361.53	\$388.38	\$350.33	\$340.97
PA1	\$449.57	\$461.14	\$408.50	\$352.01	\$378.16	\$341.11	\$332.33