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MEMORANDUM

TO: RHCF Members

FROM: Patrick Cucinelli, Vice President for Financial Policy

DATE: August 29, 2014

SUBJECT: Medicare SNF PPS Rates for FY 2015

ROUTE TO: Administrator, CFO, Business Office

Abstract: Medicare Part A Skilled Nursing Facility (SNF) Prospective Payment System (PPS) Rates and payment policies effective October 1, 2014.

Introduction

The Centers for Medicare and Medicaid Services (CMS) has released the skilled nursing facility (SNF) prospective payment system (PPS) [final rule for federal fiscal year \(FY\) 2015](#). This rule mandates the new SNF PPS Medicare Part A rates effective Oct. 1, 2014 and other programmatic changes. CMS has also issued a fact sheet on the final rule available by [clicking here](#).

Included with this memo, LeadingAge NY is providing members with:

- A summary of the factors impacting the SNF PPS rates;
- Directions on using the LeadingAge national SNF PPS rate tool;
- An update on changes to the wage index and core based statistical areas (CBSAs); and
- A listing of new rates broken down by region and including the enhanced AIDS/HIV rates (128 percent of the base rates).

Factors Impacting the Rates

Except for a slight change in the calculation of the net market basket increase (MBI), the final rule is consistent with the original [notice of proposed rulemaking](#).

CMS is implementing a 2.5 percent MBI minus a 0.5 percent multifactor productivity adjustment for a **net increase of 2.0 percent** in SNF PPS rates (the proposed rule originally contained a 2.4 percent MBI minus 0.4 for the same net 2.0 percent increase).

The SNF MBI reflects changes over time in the prices of an appropriate mix of goods and services included in the SNF market basket. The FY 2015 rates reflect a market basket updated from 2004 to 2010 as established in the FY 2014 SNF PPS final rule. The unadjusted 2.5 percent increase is based on the IHS Global Insight, Inc. second quarter 2014 forecast with historical data through first quarter 2014.

There is no market basket forecast error (MBFE) adjustment for FY 2015. The calculation of the FY 2015 MBFE is based on FY 2013 data, the most recently available FY for which there is final data. In FY 2013 the estimated increase in the MBI was 2.5 percent, while the actual increase was 2.2 percent, resulting in the actual increase being 0.3 percentage point lower than the estimated increase. Accordingly, as the difference between the estimated and actual amount of change in the MBI does not exceed the 0.5 percentage point threshold, the payment rates for FY 2015 do not include a forecast error adjustment. Table 1 shows the forecasted and actual market basket amounts for FY 2013.

Table 1. Calculation of MBFE Based on FY 2013 Data.

Forecasted MBI	minus Actual Increase	equals Difference
2.5 %	2.2 %	(0.3)
0.3 < 0.5 threshold therefore -0- MBFE for FY 2015		

Source: CMS SNF PPS Final Rule for FY 2015

With the net 2.0 percent MBI overall Medicare Part A payments are set to increase by approximately \$750 million nationwide. However, providers should always keep in mind and budget for the ongoing impact of “sequestration.” Medicare provider payments were cut by 2 percent beginning April 1, 2013 as part of the [spending reductions](#) required by the [Budget Control Act of 2011](#) (i.e., sequestration). This means that while the schedule of payment rates is not directly impacted, overall Medicare payments to providers will continue to be reduced by 2 percent. [H.J. Res. 59, the Bipartisan Budget Act of 2013](#) signed into law this past December further extended sequestration through 2023.

Finally, data used to calculate the wage index, based on hospital wage data, was updated to reflect the period of FY 2011 (see below for additional information on the wage index).

LeadingAge Rate Tool

As always, [LeadingAge](#) is providing members with their SNF PPS Rate Calculator. This is an Excel™ spreadsheet that provides the Medicare Part A rates per county, and is available with member log-in by [clicking here](#). The spreadsheet allows members to insert their estimated Medicare days per Minimum Data Set (MDS) Resource Utilization Group (RUG IV) category and project Medicare revenue and also provides the rate adjustments under sequestration. If any member has difficulty accessing the tool, please let me know I will be happy to assist.

Please note the following instructions from LeadingAge:

Using the CY 2015 SNF Rate Calculator

Background

- *CMS has changed the wage index calculation for the upcoming year and is revising the urban/rural designation. This coming year the transition year.*
- *Accommodating the transition, CMS is using a blended rate methodology: 50% of the previous/what was, and 50% of what it is going to be for the urban / rural designations.*
- *Some urban or rural designations will change or 'flip' depending on whether CMS has reassigned them.*
- *This year, because of the transition and use of the blended rate methodology, use of the calculator begins by searching by county and state vs. urban /rural [next year, the calculator will likely look the same as previous iterations, with a return to use via the urban/rural pages].*

To Start

- *Users need to start by opening either the urban or rural page and using the click-down menu to search by county.*
- *There can be multiple counties across states with the same name. However, the calculator is arranged in alphabetical order by county and then by state, i.e., start with the county name and then follow the county list to find your respective state.*
- *Counties will appear on either the rural or urban page – no county is duplicated across the two lists and if it doesn't appear on one, it will be on the other, e.g., if your county was previously rural, start your search there; if it's not listed there, it is one that has been 'flipped' and will be found on the urban list.*
- *A crosswalk by county and state is also provided. See the 3rd /tab: '2014 – 2015 Wage Index Crosswalk'.*

Programmatic Issues

The SNF PPS final rules generally include programmatic/policy changes that CMS will be implementing along with indications of future areas in which CMS will be seeking to further study or solicit stakeholder input. Following is a summary of the key programmatic issues found in the FY 2015 final rule.

- ***Administrative Presumption (no change in final rule)***

CMS is continuing the administrative presumption of coverage for individuals scoring in one of the upper 52 RUG IV (out of 66) categories on the initial 5-day and subsequent Medicare required assessments. The administrative presumption automatically classifies these individuals as meeting the skilled level of care needed for Medicare Part A coverage under the following categories:

- Rehabilitation plus Extensive Services.
- Ultra High Rehabilitation.
- Very High Rehabilitation.
- High Rehabilitation.
- Medium Rehabilitation.
- Low Rehabilitation.
- Extensive Services.
- Special Care High.
- Special Care Low.
- Clinically Complex.

An individual scoring in one of the lower 14 RUG IV categories is not automatically assumed to meet the skilled level of care and must be evaluated on an individual basis in order to trigger Part A coverage.

- ***Consolidated Billing (no change in final rule)***

Under [consolidated billing](#), the nursing home is financially responsible for covering all services provided to the Medicare beneficiary in a Part A stay, unless the service is specifically excluded from consolidated billing. In general, [the following services](#) are excluded from consolidated billing:

- Physician's professional services;
- Certain dialysis-related services, including covered ambulance transportation to obtain the dialysis services;
- Certain ambulance services, including ambulance services that transport the beneficiary to the SNF initially, ambulance services that transport the beneficiary from the SNF at the end of the stay (other than in situations involving transfer to another SNF), and roundtrip ambulance services furnished during the stay that transport the beneficiary offsite temporarily in order to receive dialysis, or to receive certain types of intensive or emergency outpatient hospital services;
- Erythropoietin for certain dialysis patients;
- Certain chemotherapy drugs;
- Certain chemotherapy administration services;
- Radioisotope services; and
- Customized prosthetic devices.

CMS provides a [specific listing of excluded services](#) by Health Care Common Procedure Codes (HCPCs) that providers can use to determine if a specific service is excluded. With each notice

of proposed rule-making CMS seeks stakeholder input on any additions or changes to the listing of excluded services. For FY 2015, the final rule does not make any changes to this listing.

- ***MDS Coding (change in COT OMRA)***

In 2011, CMS implemented the Change of Therapy (COT) Other Medicare Required Assessment (OMRA), which is intended to capture changes in the therapy services provided to a given SNF resident during the previous 7 days. Facilities must complete a COT OMRA for patients classified into a RUG-IV therapy category whenever the intensity of therapy changes to the degree that it would no longer reflect the RUG IV classification and payment previously assigned for a given SNF resident based on the most recent assessment used for Medicare payment.

CMS has learned that, in rare cases where a resident has been classified into a RUG-IV therapy category, therapy services provided to the resident during a COT observation period may not be sufficient to continue to qualify the resident for any therapy RUG IV resulting in classification of the resident into a non-therapy RUG IV. During a subsequent week when the therapy services are sufficient to again qualify the resident for a therapy RUG IV, providers have indicated that they cannot complete a subsequent COT OMRA to reclassify the resident into a therapy RUG because the resident is no longer in a therapy RUG or in a nursing RUG because of index maximization. As a result, providers are unable to use the COT OMRA to capture the increased therapy services provided to the resident to ensure accurate payment for the services provided, the express purpose of the COT OMRA.

CMS is revising the existing COT OMRA policy to permit providers to complete a COT OMRA for a resident who is not currently classified into a RUG-IV therapy group, or receiving a level of therapy sufficient for classification into a RUG-IV therapy group, but only in those rare cases where the resident had qualified for a RUG-IV therapy group on a prior assessment during the resident's current Medicare Part A stay and had no discontinuation of therapy services between Day 1 of the COT observation period for the COT OMRA that classified the resident into his/her current non-therapy RUG-IV group and the ARD of the COT OMRA that reclassified the patient into a RUG-IV therapy group.

Under this proposal, while a COT OMRA may be used to reclassify a resident into a therapy RUG in the circumstances described above, it may not be used to initially classify a resident into a therapy RUG.

- ***Civil Money Penalties (appropriate uses clarified)***

[The Affordable Care Act \(section 6111\)](#) mandates specific provisions pertaining to the imposition and collection of civil money penalties (CMPs). The final rule clarifies the requirements for the use of CMPs by the states as follows:

- CMP funds may not be used for state management operations except for the reasonable costs that are consistent with managing projects utilizing CMP funds;
- Clarify that states must obtain prior approval for use of these CMP funds;

- Detail specific requirements that must be included in proposals submitted for CMS approval;
- CMPs funds may not be used for projects that have been disapproved by CMS;
- States are responsible for having an acceptable plan to solicit, accept, monitor and track projects utilizing CMP funds and make the results of all approved projects publicly available at least annually basis;
- State plans must ensure that a core amount of CMP funds will be held in reserve for emergencies, such as relocation of residents in the event of involuntary termination; and
- If a state is not spending collected CMPs in accordance with the law or not at all, CMS has authority to take appropriate steps to ensure that these funds are used for their intended purpose, such as withholding future disbursements of CMP amounts.

- ***Additional Research and Stakeholder Input***

CMS has contracted with Acumen, LLC and the Brookings Institution to identify potential alternatives to the existing methodology used to pay for therapy services under the SNF PPS. Under the current model, the therapy payment rate component of the SNF PPS is based solely on the amount of therapy provided to a patient during the 7-day look-back period, regardless of the specific patient characteristics. The amount of therapy received is used to classify the resident into a RUG category, which then determines the per diem payment for that resident. Phase 1 of this project was completed in Sept. 2013. [CMS is reporting](#) on the most promising and viable options to be pursued in phase 2. CMS will convene a Technical Expert Panel during phase 2 to discuss available alternatives and present initial data analyses. Comments on this project may be sent to SNFTherapyPayments@cms.hhs.gov. Information can also be found on the [project website](#).

- ***Accelerating Health Information Exchange in SNFs***

In the FY 2015 SNF PPS proposed rule, included a discussion of accelerating Health Information Exchange (HIE) in SNFs. Specifically, CMS is committed to accelerating HIE through the use of electronic health records (EHRs) and other types of health information technology: 1.) Alignment of incentives and payment adjustments to encourage provider adoption and optimization of health information technology and HIE services through Medicare and Medicaid payment policies; 2.) Adoption of common standards and certification requirements for interoperable HIT; 3.) Support for privacy and security of patient information across all HIE-focused initiatives; and 4.) Governance of health information networks. This final rule includes a discussion of the comments received on this topic as CMS continues to develop its policies in this area.

Summary of Proposed 2015 Changes in Medicare Wage Index

CMS is implementing a revised system of delineating the Core Based Statistical Areas (CBSAs) used to determine the Medicare wage index in a geographic region. For member convenience, LeadingAge NY has summarized the impact of the proposed changes in Table 2 by individual

county. Unlike prior years, it is important that you check your wage index by specific county. There are instances in which an individual county in a CBSA will have a different wage index from the general index for the overall CBSA (note: Jefferson, Yates, Orange, Putnam, and Dutchess counties highlighted on the chart). Also, both Jefferson and Yates counties moved from “Rural” to “Urban” with a resulting net positive impact on the wage indices for these areas. **Except for those counties highlighted as outliers in a given CBSA, once you locate the CBSA for your county from Table 2, you can then look up the MDS RUG IV rates in the appendices to this memo.**

In the final rule, CMS is phasing in the change in definition of CBSAs to correspond to the new Office of Management and Budget (OMB) guidelines. The two most critical pieces to keep in mind are that some providers may have changed from rural to urban or vice versa, and the transitional wage index will differ from what the index would have been without the proposed change.

According to CMS:

The Office of Management and Budget (OMB) issued [OMB Bulletin No. 13-01](#), which contained a number of significant changes related to the delineation of Metropolitan Statistical Areas, Micropolitan Statistical Areas, and Combined Statistical Areas, and guidance on uses of the delineation of these areas. To align with these changes, CMS is proposing revisions to the wage index based on the newest OMB delineations for the FY 2015 SNF PPS wage index. CMS is also proposing to use the new OMB delineations to identify a provider's urban or rural status for the purpose of determining which set of rate tables would apply to the provider. This is consistent with other Medicare payment rules which will also include similar revisions this year as a result of the new OMB delineations. In an effort to mitigate the potential negative wage index impacts for some providers of this proposed adoption of the revised OMB delineations, CMS is proposing to implement these changes by providing a one-year transition with a blended wage index for all providers. The wage index for each provider would consist of a blend of 50 percent of the FY 2015 wage index using the current OMB delineations and 50 percent of the FY 2015 wage index using the revised OMB delineations. A similar transition wage index was used when CMS adopted the OMB's Core-Based Statistical Area (CBSA) definitions in FY 2006. ([Source: CMS SNF PPS Fact Sheet](#))

The wage index is used as a multiplier against the base PPS rates to adjust for regional wage differences. Under the heading of “FY 2014 CBSA Delineations/FY 2015 Data” the chart lists what the “Urban/Rural” status and wage index would be without the transition. Under the heading of “FY 2015 CBSA Delineations/FY 2015 Data” are listed the “Urban/Rural” status and indices under the proposed change. Finally, please note that the base year hospital wage data being used to calculate the Medicare wage index is being moved from 2010 to 2011.

TABLE 2 - WAGE INDEX	FY 2014 CBSA Delineations/ FY 2015 data		FY 2015 CBSA Delineations/ FY 2015 data			
County Name	Urban/ Rural	Wage Index	CBSA Name	Urban/ Rural	Wage Index	Transition Wage Index
Albany County, New York	URBAN	0.8453	Albany-Schenectady-Troy, NY	URBAN	0.8453	0.8453
Rensselaer County, New York	URBAN	0.8453	Albany-Schenectady-Troy, NY	URBAN	0.8453	0.8453
Saratoga County, New York	URBAN	0.8453	Albany-Schenectady-Troy, NY	URBAN	0.8453	0.8453
Schenectady County, New York	URBAN	0.8453	Albany-Schenectady-Troy, NY	URBAN	0.8453	0.8453
Schoharie County, New York	URBAN	0.8453	Albany-Schenectady-Troy, NY	URBAN	0.8453	0.8453
Broome County, New York	URBAN	0.8476	Binghamton, NY	URBAN	0.8476	0.8476
Tioga County, New York	URBAN	0.8476	Binghamton, NY	URBAN	0.8476	0.8476
Erie County, New York	URBAN	1.0240	Buffalo-Cheektowaga-Niagara Falls, NY	URBAN	1.0240	1.0240
Niagara County, New York	URBAN	1.0240	Buffalo-Cheektowaga-Niagara Falls, NY	URBAN	1.0240	1.0240
Dutchess County, New York	URBAN	1.1533	Dutchess County-Putnam County, NY	URBAN	1.1345	1.1439
Putnam County, New York	URBAN	1.3110	Dutchess County-Putnam County, NY	URBAN	1.1345	1.2228
Chemung County, New York	URBAN	0.8690	Elmira, NY	URBAN	0.8690	0.8690
Warren County, New York	URBAN	0.8450	Glens Falls, NY	URBAN	0.8450	0.8450
Washington County, New York	URBAN	0.8450	Glens Falls, NY	URBAN	0.8450	0.8450
Tompkins County, New York	URBAN	0.9441	Ithaca, NY	URBAN	0.9441	0.9441
Ulster County, New York	URBAN	0.9034	Kingston, NY	URBAN	0.9034	0.9034
Nassau County, New York	URBAN	1.2655	Nassau County-Suffolk County, NY	URBAN	1.2655	1.2655
Suffolk County, New York	URBAN	1.2655	Nassau County-Suffolk County, NY	URBAN	1.2655	1.2655
Allegany County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Cattaraugus County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Cayuga County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Chautauqua County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Chenango County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Clinton County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Columbia County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Cortland County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Delaware County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Essex County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Franklin County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Fulton County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Genesee County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Greene County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Hamilton County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Lewis County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Montgomery County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Otsego County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Schuyler County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Seneca County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
St. Lawrence County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Statewide County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Steuben County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Sullivan County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Wyoming County, New York	RURAL	0.8208	Rest of State	RURAL	0.8192	0.8200
Bronx County, New York	URBAN	1.3110	New York-Jersey City-White Plains, NY-NJ	URBAN	1.2837	1.2974
Kings County, New York	URBAN	1.3110	New York-Jersey City-White Plains, NY-NJ	URBAN	1.2837	1.2974
New York County, New York	URBAN	1.3110	New York-Jersey City-White Plains, NY-NJ	URBAN	1.2837	1.2974
Orange County, New York	URBAN	1.1533	New York-Jersey City-White Plains, NY-NJ	URBAN	1.2837	1.2185
Queens County, New York	URBAN	1.3110	New York-Jersey City-White Plains, NY-NJ	URBAN	1.2837	1.2974
Richmond County, New York	URBAN	1.3110	New York-Jersey City-White Plains, NY-NJ	URBAN	1.2837	1.2974
Rockland County, New York	URBAN	1.3110	New York-Jersey City-White Plains, NY-NJ	URBAN	1.2837	1.2974
Westchester County, New York	URBAN	1.3110	New York-Jersey City-White Plains, NY-NJ	URBAN	1.2837	1.2974
Livingston County, New York	URBAN	0.8750	Rochester, NY	URBAN	0.8750	0.8750
Monroe County, New York	URBAN	0.8750	Rochester, NY	URBAN	0.8750	0.8750
Ontario County, New York	URBAN	0.8750	Rochester, NY	URBAN	0.8750	0.8750
Orleans County, New York	URBAN	0.8750	Rochester, NY	URBAN	0.8750	0.8750
Wayne County, New York	URBAN	0.8750	Rochester, NY	URBAN	0.8750	0.8750
Yates County, New York	RURAL	0.8208	Rochester, NY	URBAN	0.8750	0.8479
Madison County, New York	URBAN	0.9999	Syracuse, NY	URBAN	0.9999	0.9999
Onondaga County, New York	URBAN	0.9999	Syracuse, NY	URBAN	0.9999	0.9999
Oswego County, New York	URBAN	0.9999	Syracuse, NY	URBAN	0.9999	0.9999
Herkimer County, New York	URBAN	0.8980	Utica-Rome, NY	URBAN	0.8980	0.8980
Oneida County, New York	URBAN	0.8980	Utica-Rome, NY	URBAN	0.8980	0.8980
Jefferson County, New York	RURAL	0.8208	Watertown-Fort Drum, NY	URBAN	0.8386	0.8297

Listing of Medicare Part A Rates for FY 2015

Having determined the CBSA for your county, you may refer to the chart in Appendix A for the Medicare Part A rates for your facility broken down by RUG IV group. Please keep in mind that Jefferson, Yates, Orange, Putnam, and Dutchess counties need to be looked up individually and not as part of a CBSA. Some members may find it more convenient to have the rates in an Excel™ format for cutting and pasting. If so, please email me and I will be happy to send them out.

Also attached in Appendix B are the **Medicare Part A enhanced HIV/AIDS rates**, which continue to be paid at 128 percent of the base rate.

- ***SNF PPS Medicare Part A Rate Components for FY 2105***

For FY 2015 CMS is using a breakdown of **0.6918 Labor** and **0.3082 Non-Labor** percentages. The following tables (Urban Table 3 and Rural Table 4) provide the breakdown of the FY 2015 rate components used to develop the final Medicare Part A rates as listed in Appendices A and B:

Table 3 – Urban Rate Components (*Source: CMS SNF PPS FY 2015 Final Rule*)

Nursing case-mix	Therapy Case-mix	Therapy Non-case-mix	Non-case-mix component
\$169.28	\$127.51	\$16.79	\$86.39

Table 4 – Rural Rate Components (*Source: CMS SNF PPS FY 2015 Final Rule*)

Nursing case-mix	Therapy Case-mix	Therapy Non-case-mix	Non-case-mix component
\$161.72	\$147.02	\$17.94	\$87.99

Please contact me with any questions at pcucinelli@leadingageny.org or call 518-867-8827.

66- RUG IV GROUP	ALBANY WAGE INDEX 0.8453	BINGHAMTON WAGE INDEX 0.8476	BUFFALO WAGE INDEX 1.0240	ELMIRA WAGE INDEX 0.8690	GLENS FALLS WAGE INDEX 0.8450	ITHACA WAGE INDEX 0.9441	ULSTER WAGE INDEX 0.9034	SYRACUSE WAGE INDEX 0.9999	JEFFERSON WAGE INDEX 0.8297
RUX	\$693.67	\$694.91	\$789.71	\$706.41	\$693.51	\$746.77	\$724.90	\$776.75	\$685.29
RUL	\$678.56	\$679.77	\$772.50	\$691.02	\$678.41	\$730.50	\$709.11	\$759.83	\$670.36
RVX	\$617.43	\$618.53	\$702.91	\$628.77	\$617.29	\$664.69	\$645.22	\$691.38	\$609.97
RVL	\$553.93	\$554.92	\$630.62	\$564.10	\$553.80	\$596.33	\$578.87	\$620.28	\$547.24
RHX	\$559.40	\$560.39	\$636.84	\$569.67	\$559.27	\$602.21	\$584.58	\$626.40	\$552.64
RHL	\$498.93	\$499.82	\$568.00	\$508.09	\$498.81	\$537.12	\$521.39	\$558.69	\$492.90
RMX	\$513.14	\$514.05	\$584.18	\$522.56	\$513.02	\$552.42	\$536.24	\$574.60	\$506.94
RML	\$470.82	\$471.66	\$536.00	\$479.47	\$470.71	\$506.86	\$492.01	\$527.21	\$465.13
RLX	\$450.66	\$451.46	\$513.05	\$458.93	\$450.55	\$485.15	\$470.94	\$504.63	\$445.21
RUC	\$525.88	\$526.82	\$598.69	\$535.54	\$525.76	\$566.13	\$549.55	\$588.87	\$519.53
RUB	\$525.88	\$526.82	\$598.69	\$535.54	\$525.76	\$566.13	\$549.55	\$588.87	\$519.53
RUA	\$439.72	\$440.50	\$500.59	\$447.79	\$439.61	\$473.37	\$459.51	\$492.38	\$434.40
RVC	\$451.15	\$451.95	\$513.61	\$459.43	\$451.04	\$485.68	\$471.46	\$505.18	\$445.70
RVB	\$390.68	\$391.38	\$444.77	\$397.86	\$390.59	\$420.59	\$408.27	\$437.47	\$385.96
RVA	\$389.17	\$389.87	\$443.05	\$396.32	\$389.08	\$418.96	\$406.69	\$435.78	\$384.47
RHC	\$393.12	\$393.82	\$447.54	\$400.33	\$393.03	\$423.21	\$410.81	\$440.20	\$388.37
RHB	\$353.81	\$354.44	\$402.79	\$360.31	\$353.73	\$380.89	\$369.73	\$396.19	\$349.53
RHA	\$311.49	\$312.05	\$354.61	\$317.21	\$311.42	\$335.33	\$325.51	\$348.80	\$307.73
RMC	\$345.35	\$345.96	\$393.16	\$351.69	\$345.27	\$371.78	\$360.89	\$386.71	\$341.17
RMB	\$324.19	\$324.77	\$369.07	\$330.14	\$324.11	\$349.00	\$338.78	\$363.02	\$320.27
RMA	\$266.74	\$267.22	\$303.67	\$271.64	\$266.68	\$287.16	\$278.75	\$298.69	\$263.52
RLB	\$335.77	\$336.37	\$382.26	\$341.94	\$335.70	\$361.47	\$350.89	\$375.99	\$331.72
RLA	\$216.35	\$216.74	\$246.30	\$220.32	\$216.30	\$232.91	\$226.09	\$242.26	\$213.74
ES3	\$633.31	\$634.43	\$720.98	\$644.93	\$633.16	\$681.78	\$661.81	\$709.16	\$625.65
ES2	\$495.74	\$496.63	\$564.38	\$504.85	\$495.63	\$533.69	\$518.06	\$555.12	\$489.75
ES1	\$442.84	\$443.63	\$504.14	\$450.97	\$442.73	\$476.73	\$462.77	\$495.88	\$437.49
HE2	\$427.72	\$428.48	\$486.93	\$435.57	\$427.62	\$460.46	\$446.97	\$478.95	\$422.55
HE1	\$355.16	\$355.80	\$404.33	\$361.68	\$355.08	\$382.35	\$371.15	\$397.70	\$350.87
HD2	\$400.51	\$401.22	\$455.96	\$407.86	\$400.42	\$431.17	\$418.54	\$448.48	\$395.67
HD1	\$334.00	\$334.60	\$380.24	\$340.14	\$333.93	\$359.57	\$349.04	\$374.01	\$329.97
HC2	\$377.84	\$378.51	\$430.15	\$384.78	\$377.75	\$406.76	\$394.85	\$423.09	\$373.27
HC1	\$315.85	\$316.42	\$359.58	\$321.65	\$315.78	\$340.03	\$330.07	\$353.69	\$312.04
HB2	\$373.30	\$373.97	\$424.98	\$380.16	\$373.21	\$401.87	\$390.10	\$418.01	\$368.79
HB1	\$312.83	\$313.39	\$356.14	\$318.58	\$312.76	\$336.78	\$326.92	\$350.30	\$309.05
LE2	\$388.42	\$389.11	\$442.19	\$395.55	\$388.33	\$418.15	\$405.90	\$434.94	\$383.73
LE1	\$324.93	\$325.51	\$369.92	\$330.90	\$324.86	\$349.80	\$339.56	\$363.85	\$321.01
LD2	\$373.30	\$373.97	\$424.98	\$380.16	\$373.21	\$401.87	\$390.10	\$418.01	\$368.79
LD1	\$312.83	\$313.39	\$356.14	\$318.58	\$312.76	\$336.78	\$326.92	\$350.30	\$309.05
LC2	\$327.95	\$328.54	\$373.36	\$333.98	\$327.88	\$353.06	\$342.72	\$367.23	\$323.99
LC1	\$276.56	\$277.05	\$314.84	\$281.63	\$276.49	\$297.72	\$289.00	\$309.68	\$273.21
LB2	\$311.32	\$311.88	\$354.42	\$317.04	\$311.25	\$335.15	\$325.34	\$348.61	\$307.56
LB1	\$264.47	\$264.94	\$301.08	\$269.32	\$264.41	\$284.71	\$276.37	\$296.14	\$261.27
CE2	\$346.09	\$346.71	\$394.01	\$352.45	\$346.01	\$372.58	\$361.67	\$387.54	\$341.91
CE1	\$318.88	\$319.45	\$363.03	\$324.74	\$318.81	\$343.29	\$333.24	\$357.08	\$315.03
CD2	\$327.95	\$328.54	\$373.36	\$333.98	\$327.88	\$353.06	\$342.72	\$367.23	\$323.99
CD1	\$300.75	\$301.28	\$342.38	\$306.27	\$300.68	\$323.76	\$314.28	\$336.77	\$297.11
CC2	\$287.14	\$287.65	\$326.89	\$292.41	\$287.07	\$309.11	\$300.06	\$321.53	\$283.67
CC1	\$265.98	\$266.45	\$302.80	\$270.86	\$265.92	\$286.34	\$277.95	\$297.83	\$262.76
CB2	\$265.98	\$266.45	\$302.80	\$270.86	\$265.92	\$286.34	\$277.95	\$297.83	\$262.76
CB1	\$246.33	\$246.77	\$280.43	\$250.85	\$246.27	\$265.18	\$257.42	\$275.83	\$243.35
CA2	\$225.16	\$225.56	\$256.33	\$229.29	\$225.11	\$242.39	\$235.29	\$252.13	\$222.44
CA1	\$210.04	\$210.41	\$239.12	\$213.90	\$209.99	\$226.12	\$219.49	\$235.20	\$207.50
BB2	\$238.77	\$239.19	\$271.82	\$243.15	\$238.71	\$257.04	\$249.52	\$267.37	\$235.88
BB1	\$228.18	\$228.59	\$259.77	\$232.37	\$228.13	\$245.65	\$238.45	\$255.51	\$225.42
BA2	\$197.95	\$198.30	\$225.36	\$201.59	\$197.91	\$213.10	\$206.86	\$221.66	\$195.56
BA1	\$188.88	\$189.22	\$215.03	\$192.35	\$188.84	\$203.34	\$197.38	\$211.50	\$186.60
PE2	\$318.88	\$319.45	\$363.03	\$324.74	\$318.81	\$343.29	\$333.24	\$357.08	\$315.03
PE1	\$303.77	\$304.31	\$345.82	\$309.34	\$303.69	\$327.02	\$317.44	\$340.15	\$300.09
PD2	\$300.75	\$301.28	\$342.38	\$306.27	\$300.68	\$323.76	\$314.28	\$336.77	\$297.11
PD1	\$285.63	\$286.14	\$325.17	\$290.87	\$285.56	\$307.49	\$298.48	\$319.84	\$282.17
PC2	\$258.42	\$258.88	\$294.19	\$263.16	\$258.36	\$278.20	\$270.05	\$289.37	\$255.29
PC1	\$246.33	\$246.77	\$280.43	\$250.85	\$246.27	\$265.18	\$257.42	\$275.83	\$243.35
PB2	\$219.11	\$219.50	\$249.44	\$223.13	\$219.06	\$235.88	\$228.97	\$245.35	\$216.46
PB1	\$210.04	\$210.41	\$239.12	\$213.90	\$209.99	\$226.12	\$219.49	\$235.20	\$207.50
PA2	\$181.32	\$181.65	\$206.42	\$184.65	\$181.28	\$195.20	\$189.48	\$203.04	\$179.13
PA1	\$173.76	\$174.07	\$197.82	\$176.95	\$173.72	\$187.06	\$181.58	\$194.57	\$171.66

66- RUG IV GROUP	NASSAU- SUFFOLK WAGE INDEX 1.2655	NEW YORK METRO WAGE INDEX 1.2974	DUTCHESS WAGE INDEX 1.1439	PUTNAM WAGE INDEX 1.2228	ORANGE WAGE INDEX 1.2185	ROCHESTER WAGE INDEX 0.8750	YATES WAGE INEX 0.8479	UTICA WAGE INDEX 0.8980	NON-URBAN* WAGE INDEX 0.8200
RUX	\$919.49	\$936.60	\$854.14	\$896.51	\$894.23	\$709.63	\$695.07	\$721.99	\$695.75
RUL	\$899.46	\$916.20	\$835.53	\$876.98	\$874.75	\$694.18	\$679.93	\$706.27	\$681.60
RVX	\$818.42	\$833.66	\$760.26	\$797.97	\$795.94	\$631.64	\$618.67	\$642.64	\$611.32
RVL	\$734.26	\$747.93	\$682.07	\$715.91	\$714.09	\$566.68	\$555.05	\$576.55	\$551.85
RHX	\$741.50	\$755.30	\$688.80	\$722.97	\$721.13	\$572.27	\$560.52	\$582.24	\$547.47
RHL	\$661.35	\$673.66	\$614.35	\$644.83	\$643.18	\$510.41	\$499.94	\$519.30	\$490.84
RMX	\$680.18	\$692.85	\$631.84	\$663.19	\$661.50	\$524.95	\$514.17	\$534.09	\$497.53
RML	\$624.09	\$635.70	\$579.73	\$608.49	\$606.94	\$481.65	\$471.77	\$490.04	\$457.89
RLX	\$597.36	\$608.48	\$554.91	\$582.44	\$580.95	\$461.03	\$451.57	\$469.06	\$433.05
RUC	\$697.08	\$710.05	\$647.53	\$679.66	\$677.93	\$537.98	\$526.94	\$547.35	\$538.59
RUB	\$697.08	\$710.05	\$647.53	\$679.66	\$677.93	\$537.98	\$526.94	\$547.35	\$538.59
RUA	\$582.86	\$593.71	\$541.44	\$568.30	\$566.85	\$449.83	\$440.60	\$457.67	\$457.89
RVC	\$598.01	\$609.14	\$555.51	\$583.07	\$581.59	\$461.53	\$452.06	\$469.57	\$455.58
RVB	\$517.86	\$527.50	\$481.06	\$504.92	\$503.64	\$399.67	\$391.47	\$406.63	\$398.94
RVA	\$515.86	\$525.46	\$479.20	\$502.97	\$501.69	\$398.13	\$389.96	\$405.06	\$397.52
RHC	\$521.09	\$530.79	\$484.06	\$508.07	\$506.78	\$402.16	\$393.91	\$409.17	\$391.73
RHB	\$468.99	\$477.72	\$435.66	\$457.27	\$456.10	\$361.95	\$354.52	\$368.25	\$354.93
RHA	\$412.89	\$420.58	\$383.55	\$402.57	\$401.55	\$318.66	\$312.12	\$324.21	\$315.28
RMC	\$457.77	\$466.29	\$425.24	\$446.33	\$445.20	\$353.29	\$346.04	\$359.45	\$340.38
RMB	\$429.72	\$437.72	\$399.18	\$418.99	\$417.92	\$331.65	\$324.84	\$337.42	\$320.56
RMA	\$353.58	\$360.16	\$328.45	\$344.74	\$343.86	\$272.88	\$267.28	\$277.63	\$266.76
RLB	\$445.08	\$453.36	\$413.45	\$433.96	\$432.85	\$343.50	\$336.45	\$349.48	\$325.45
RLA	\$286.78	\$292.12	\$266.40	\$279.62	\$278.90	\$221.33	\$216.79	\$225.18	\$213.59
ES3	\$839.47	\$855.09	\$779.81	\$818.49	\$816.41	\$647.88	\$634.58	\$659.16	\$599.60
ES2	\$657.13	\$669.36	\$610.42	\$640.71	\$639.07	\$507.15	\$496.74	\$515.98	\$470.77
ES1	\$587.00	\$597.92	\$545.28	\$572.33	\$570.87	\$453.03	\$443.73	\$460.92	\$421.21
HE2	\$566.96	\$577.51	\$526.66	\$552.79	\$551.38	\$437.56	\$428.58	\$445.18	\$407.05
HE1	\$470.78	\$479.54	\$437.32	\$459.02	\$457.85	\$363.33	\$355.88	\$369.66	\$339.09
HD2	\$530.89	\$540.77	\$493.16	\$517.62	\$516.31	\$409.73	\$401.32	\$416.86	\$381.57
HD1	\$442.73	\$450.97	\$411.27	\$431.67	\$430.57	\$341.69	\$334.68	\$347.64	\$319.27
HC2	\$500.84	\$510.16	\$465.25	\$488.33	\$487.08	\$386.53	\$378.60	\$393.27	\$360.33
HC1	\$418.68	\$426.47	\$388.92	\$408.22	\$407.18	\$323.12	\$316.49	\$328.75	\$302.28
HB2	\$494.82	\$504.03	\$459.66	\$482.46	\$481.23	\$381.89	\$374.05	\$388.54	\$356.08
HB1	\$414.67	\$422.39	\$385.20	\$404.31	\$403.28	\$320.03	\$313.46	\$325.61	\$299.45
LE2	\$514.86	\$524.45	\$478.27	\$502.00	\$500.72	\$397.36	\$389.20	\$404.28	\$370.24
LE1	\$430.71	\$438.73	\$400.10	\$419.95	\$418.88	\$332.41	\$325.59	\$338.20	\$310.77
LD2	\$494.82	\$504.03	\$459.66	\$482.46	\$481.23	\$381.89	\$374.05	\$388.54	\$356.08
LD1	\$414.67	\$422.39	\$385.20	\$404.31	\$403.28	\$320.03	\$313.46	\$325.61	\$299.45
LC2	\$434.71	\$442.81	\$403.82	\$423.85	\$422.77	\$335.50	\$328.61	\$341.34	\$313.61
LC1	\$366.59	\$373.41	\$340.53	\$357.43	\$356.52	\$282.92	\$277.11	\$287.85	\$265.46
LB2	\$412.67	\$420.35	\$383.34	\$402.36	\$401.34	\$318.49	\$311.95	\$324.04	\$298.03
LB1	\$350.56	\$357.08	\$325.65	\$341.80	\$340.93	\$270.55	\$265.00	\$275.26	\$254.15
CE2	\$458.76	\$467.30	\$426.15	\$447.30	\$446.16	\$354.06	\$346.79	\$360.22	\$330.59
CE1	\$422.69	\$430.56	\$392.65	\$412.13	\$411.08	\$326.22	\$319.53	\$331.90	\$305.11
CD2	\$434.71	\$442.81	\$403.82	\$423.85	\$422.77	\$335.50	\$328.61	\$341.34	\$313.61
CD1	\$398.65	\$406.07	\$370.32	\$388.69	\$387.70	\$307.67	\$301.35	\$313.02	\$288.12
CC2	\$380.61	\$387.69	\$353.56	\$371.10	\$370.15	\$293.74	\$287.71	\$298.86	\$275.38
CC1	\$352.56	\$359.12	\$327.51	\$343.75	\$342.88	\$272.10	\$266.51	\$276.84	\$255.56
CB2	\$352.56	\$359.12	\$327.51	\$343.75	\$342.88	\$272.10	\$266.51	\$276.84	\$255.56
CB1	\$326.52	\$332.59	\$303.31	\$318.36	\$317.55	\$252.00	\$246.82	\$256.39	\$237.16
CA2	\$298.46	\$304.01	\$277.25	\$291.00	\$290.26	\$230.34	\$225.61	\$234.35	\$217.33
CA1	\$278.42	\$283.60	\$258.63	\$271.46	\$270.77	\$214.87	\$210.46	\$218.62	\$203.17
BB2	\$316.50	\$322.39	\$294.00	\$308.59	\$307.80	\$244.26	\$239.25	\$248.52	\$230.07
BB1	\$302.46	\$308.09	\$280.97	\$294.90	\$294.15	\$233.43	\$228.64	\$237.50	\$220.17
BA2	\$262.39	\$267.28	\$243.74	\$255.84	\$255.18	\$202.51	\$198.35	\$206.03	\$191.85
BA1	\$250.37	\$255.03	\$232.58	\$244.11	\$243.49	\$193.23	\$189.26	\$196.59	\$183.36
PE2	\$422.69	\$430.56	\$392.65	\$412.13	\$411.08	\$326.22	\$319.53	\$331.90	\$305.11
PE1	\$402.65	\$410.15	\$374.04	\$392.59	\$391.59	\$310.75	\$304.38	\$316.17	\$290.96
PD2	\$398.65	\$406.07	\$370.32	\$388.69	\$387.70	\$307.67	\$301.35	\$313.02	\$288.12
PD1	\$378.61	\$385.66	\$351.70	\$369.15	\$368.21	\$292.20	\$286.20	\$297.29	\$273.97
PC2	\$342.54	\$348.92	\$318.20	\$333.98	\$333.13	\$264.36	\$258.94	\$268.97	\$248.48
PC1	\$326.52	\$332.59	\$303.31	\$318.36	\$317.55	\$252.00	\$246.82	\$256.39	\$237.16
PB2	\$290.44	\$295.85	\$269.80	\$283.18	\$282.46	\$224.15	\$219.55	\$228.06	\$211.66
PB1	\$278.42	\$283.60	\$258.63	\$271.46	\$270.77	\$214.87	\$210.46	\$218.62	\$203.17
PA2	\$240.35	\$244.82	\$223.27	\$234.34	\$233.75	\$185.49	\$181.69	\$188.73	\$176.27
PA1	\$230.33	\$234.62	\$213.96	\$224.57	\$224.00	\$177.76	\$174.11	\$180.86	\$169.19

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66- RUG IV GROUP	ALBANY WAGE INDEX 0.8453	BINGHAMTON WAGE INDEX 0.8476	BUFFALO WAGE INDEX 1.0240	ELMIRA WAGE INDEX 0.8690	GLENS FALLS WAGE INDEX 0.8450	ITHACA WAGE INDEX 0.9441	ULSTER WAGE INDEX 0.9034	SYRACUSE WAGE INDEX 0.9999	JEFFERSON WAGE INDEX 0.8297
RUX	\$1,581.57	\$1,584.39	\$1,800.54	\$1,610.61	\$1,581.20	\$1,702.64	\$1,652.77	\$1,770.99	\$1,562.46
RUL	\$1,547.12	\$1,549.88	\$1,761.30	\$1,575.53	\$1,546.77	\$1,665.54	\$1,616.77	\$1,732.41	\$1,528.42
RVX	\$1,407.74	\$1,410.25	\$1,602.63	\$1,433.60	\$1,407.42	\$1,515.49	\$1,471.10	\$1,576.35	\$1,390.73
RVL	\$1,262.96	\$1,265.22	\$1,437.81	\$1,286.15	\$1,262.66	\$1,359.63	\$1,319.82	\$1,414.24	\$1,247.71
RHX	\$1,275.43	\$1,277.69	\$1,452.00	\$1,298.85	\$1,275.14	\$1,373.04	\$1,332.84	\$1,428.19	\$1,260.02
RHL	\$1,137.56	\$1,139.59	\$1,295.04	\$1,158.45	\$1,137.29	\$1,224.63	\$1,188.77	\$1,273.81	\$1,123.81
RMX	\$1,169.96	\$1,172.03	\$1,331.93	\$1,191.44	\$1,169.69	\$1,259.52	\$1,222.63	\$1,310.09	\$1,155.82
RML	\$1,073.47	\$1,075.38	\$1,222.08	\$1,093.19	\$1,073.22	\$1,155.64	\$1,121.78	\$1,202.04	\$1,060.50
RLX	\$1,027.50	\$1,029.33	\$1,169.75	\$1,046.36	\$1,027.25	\$1,106.14	\$1,073.74	\$1,150.56	\$1,015.08
RUC	\$1,199.01	\$1,201.15	\$1,365.01	\$1,221.03	\$1,198.73	\$1,290.78	\$1,252.97	\$1,342.62	\$1,184.53
RUB	\$1,199.01	\$1,201.15	\$1,365.01	\$1,221.03	\$1,198.73	\$1,290.78	\$1,252.97	\$1,342.62	\$1,184.53
RUA	\$1,002.56	\$1,004.34	\$1,141.35	\$1,020.96	\$1,002.31	\$1,079.28	\$1,047.68	\$1,122.63	\$990.43
RVC	\$1,028.62	\$1,030.45	\$1,171.03	\$1,047.50	\$1,028.37	\$1,107.35	\$1,074.93	\$1,151.81	\$1,016.20
RVB	\$890.75	\$892.35	\$1,014.08	\$907.12	\$890.55	\$958.95	\$930.86	\$997.43	\$879.99
RVA	\$887.31	\$888.90	\$1,010.15	\$903.61	\$887.10	\$955.23	\$927.25	\$993.58	\$876.59
RHC	\$896.31	\$897.91	\$1,020.39	\$912.75	\$896.11	\$964.92	\$936.65	\$1,003.66	\$885.48
RHB	\$806.69	\$808.12	\$918.36	\$821.51	\$806.50	\$868.43	\$842.98	\$903.31	\$796.93
RHA	\$710.20	\$711.47	\$808.51	\$723.24	\$710.04	\$764.55	\$742.16	\$795.26	\$701.62
RMC	\$787.40	\$788.79	\$896.40	\$801.85	\$787.22	\$847.66	\$822.83	\$881.70	\$777.87
RMB	\$739.15	\$740.48	\$841.48	\$752.72	\$738.97	\$795.72	\$772.42	\$827.69	\$730.22
RMA	\$608.17	\$609.26	\$692.37	\$619.34	\$608.03	\$654.72	\$635.55	\$681.01	\$600.83
RLB	\$765.56	\$766.92	\$871.55	\$779.62	\$765.40	\$824.15	\$800.03	\$857.26	\$756.32
RLA	\$493.28	\$494.17	\$561.56	\$502.33	\$493.16	\$531.03	\$515.49	\$552.35	\$487.33
ES3	\$1,443.95	\$1,446.50	\$1,643.83	\$1,470.44	\$1,443.60	\$1,554.46	\$1,508.93	\$1,616.88	\$1,426.48
ES2	\$1,130.29	\$1,132.32	\$1,286.79	\$1,151.06	\$1,130.04	\$1,216.81	\$1,181.18	\$1,265.67	\$1,116.63
ES1	\$1,009.68	\$1,011.48	\$1,149.44	\$1,028.21	\$1,009.42	\$1,086.94	\$1,055.12	\$1,130.61	\$997.48
HE2	\$975.20	\$976.93	\$1,110.20	\$993.10	\$974.97	\$1,049.85	\$1,019.09	\$1,092.01	\$963.41
HE1	\$809.76	\$811.22	\$921.87	\$824.63	\$809.58	\$871.76	\$846.22	\$906.76	\$799.98
HD2	\$913.16	\$914.78	\$1,039.59	\$929.92	\$912.96	\$983.07	\$954.27	\$1,022.53	\$902.13
HD1	\$761.52	\$762.89	\$866.95	\$775.52	\$761.36	\$819.82	\$795.81	\$852.74	\$752.33
HC2	\$861.48	\$863.00	\$980.74	\$877.30	\$861.27	\$927.41	\$900.26	\$964.65	\$851.06
HC1	\$720.14	\$721.44	\$819.84	\$733.36	\$719.98	\$775.27	\$752.56	\$806.41	\$711.45
HB2	\$851.12	\$852.65	\$968.95	\$866.76	\$850.92	\$916.26	\$889.43	\$953.06	\$840.84
HB1	\$713.25	\$714.53	\$812.00	\$726.36	\$713.09	\$767.86	\$745.38	\$798.68	\$704.63
LE2	\$885.60	\$887.17	\$1,008.19	\$901.85	\$885.39	\$953.38	\$925.45	\$991.66	\$874.90
LE1	\$740.84	\$742.16	\$843.42	\$754.45	\$740.68	\$797.54	\$774.20	\$829.58	\$731.90
LD2	\$851.12	\$852.65	\$968.95	\$866.76	\$850.92	\$916.26	\$889.43	\$953.06	\$840.84
LD1	\$713.25	\$714.53	\$812.00	\$726.36	\$713.09	\$767.86	\$745.38	\$798.68	\$704.63
LC2	\$747.73	\$749.07	\$851.26	\$761.47	\$747.57	\$804.98	\$781.40	\$837.28	\$738.70
LC1	\$630.56	\$631.67	\$717.84	\$642.12	\$630.40	\$678.80	\$658.92	\$706.07	\$622.92
LB2	\$709.81	\$711.09	\$808.08	\$722.85	\$709.65	\$764.14	\$741.78	\$794.83	\$701.24
LB1	\$602.99	\$604.06	\$686.46	\$614.05	\$602.85	\$649.14	\$630.12	\$675.20	\$595.70
CE2	\$789.09	\$790.50	\$898.34	\$803.59	\$788.90	\$849.48	\$824.61	\$883.59	\$779.55
CE1	\$727.05	\$728.35	\$827.71	\$740.41	\$726.89	\$782.70	\$759.79	\$814.14	\$718.27
CD2	\$747.73	\$749.07	\$851.26	\$761.47	\$747.57	\$804.98	\$781.40	\$837.28	\$738.70
CD1	\$685.71	\$686.92	\$780.63	\$698.30	\$685.55	\$738.17	\$716.56	\$767.84	\$677.41
CC2	\$654.68	\$655.84	\$745.31	\$666.69	\$654.52	\$704.77	\$684.14	\$733.09	\$646.77
CC1	\$606.43	\$607.51	\$690.38	\$617.56	\$606.30	\$652.86	\$633.73	\$679.05	\$599.09
CB2	\$606.43	\$607.51	\$690.38	\$617.56	\$606.30	\$652.86	\$633.73	\$679.05	\$599.09
CB1	\$561.63	\$562.64	\$639.38	\$571.94	\$561.50	\$604.61	\$586.92	\$628.89	\$554.84
CA2	\$513.36	\$514.28	\$584.43	\$522.78	\$513.25	\$552.65	\$536.46	\$574.86	\$507.16
CA1	\$478.89	\$479.73	\$545.19	\$487.69	\$478.78	\$515.55	\$500.44	\$536.26	\$473.10
BB2	\$544.40	\$545.35	\$619.75	\$554.38	\$544.26	\$586.05	\$568.91	\$609.60	\$537.81
BB1	\$520.25	\$521.19	\$592.28	\$529.80	\$520.14	\$560.08	\$543.67	\$582.56	\$513.96
BA2	\$451.33	\$452.12	\$513.82	\$459.63	\$451.23	\$485.87	\$471.64	\$505.38	\$445.88
BA1	\$430.65	\$431.42	\$490.27	\$438.56	\$430.56	\$463.62	\$450.03	\$482.22	\$425.45
PE2	\$727.05	\$728.35	\$827.71	\$740.41	\$726.89	\$782.70	\$759.79	\$814.14	\$718.27
PE1	\$692.60	\$693.83	\$788.47	\$705.30	\$692.41	\$745.61	\$723.76	\$775.54	\$684.21
PD2	\$685.71	\$686.92	\$780.63	\$698.30	\$685.55	\$738.17	\$716.56	\$767.84	\$677.41
PD1	\$651.24	\$652.40	\$741.39	\$663.18	\$651.08	\$701.08	\$680.53	\$729.24	\$643.35
PC2	\$589.20	\$590.25	\$670.75	\$600.00	\$589.06	\$634.30	\$615.71	\$659.76	\$582.06
PC1	\$561.63	\$562.64	\$639.38	\$571.94	\$561.50	\$604.61	\$586.92	\$628.89	\$554.84
PB2	\$499.57	\$500.46	\$568.72	\$508.74	\$499.46	\$537.81	\$522.05	\$559.40	\$493.53
PB1	\$478.89	\$479.73	\$545.19	\$487.69	\$478.78	\$515.55	\$500.44	\$536.26	\$473.10
PA2	\$413.41	\$414.16	\$470.64	\$421.00	\$413.32	\$445.06	\$432.01	\$462.93	\$408.42
PA1	\$396.17	\$396.88	\$451.03	\$403.45	\$396.08	\$426.50	\$414.00	\$443.62	\$391.38

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66- RUG IV GROUP	NASSAU- SUFFOLK WAGE INDEX 1.2655	NEW YORK METRO WAGE INDEX 1.2974	DUTCHESS WAGE INDEX 1.1439	PUTNAM WAGE INDEX 1.2228	ORANGE WAGE INDEX 1.2185	ROCHESTER WAGE INDEX 0.8750	YATES WAGE INEX 0.8505	UTICA WAGE INDEX 0.8980	NON-URBAN* WAGE INDEX 0.8200
RUX	\$2,096.44	\$2,135.45	\$1,947.44	\$2,044.04	\$2,038.84	\$1,617.96	\$1,584.76	\$1,646.14	\$1,586.31
RUL	\$2,050.77	\$2,088.94	\$1,905.01	\$1,999.51	\$1,994.43	\$1,582.73	\$1,550.24	\$1,610.30	\$1,554.05
RVX	\$1,866.00	\$1,900.74	\$1,733.39	\$1,819.37	\$1,814.74	\$1,440.14	\$1,410.57	\$1,465.22	\$1,393.81
RVL	\$1,674.11	\$1,705.28	\$1,555.12	\$1,632.27	\$1,628.13	\$1,292.03	\$1,265.51	\$1,314.53	\$1,258.22
RHX	\$1,690.62	\$1,722.08	\$1,570.46	\$1,648.37	\$1,644.18	\$1,304.78	\$1,277.99	\$1,327.51	\$1,248.23
RHL	\$1,507.88	\$1,535.94	\$1,400.72	\$1,470.21	\$1,466.45	\$1,163.73	\$1,139.86	\$1,184.00	\$1,119.12
RMX	\$1,550.81	\$1,579.70	\$1,440.60	\$1,512.07	\$1,508.22	\$1,196.89	\$1,172.31	\$1,217.73	\$1,134.37
RML	\$1,422.93	\$1,449.40	\$1,321.78	\$1,387.36	\$1,383.82	\$1,098.16	\$1,075.64	\$1,117.29	\$1,043.99
RLX	\$1,361.98	\$1,387.33	\$1,265.19	\$1,327.96	\$1,324.57	\$1,051.15	\$1,029.58	\$1,069.46	\$987.35
RUC	\$1,589.34	\$1,618.91	\$1,476.37	\$1,549.62	\$1,545.68	\$1,226.59	\$1,201.42	\$1,247.96	\$1,227.99
RUB	\$1,589.34	\$1,618.91	\$1,476.37	\$1,549.62	\$1,545.68	\$1,226.59	\$1,201.42	\$1,247.96	\$1,227.99
RUA	\$1,328.92	\$1,353.66	\$1,234.48	\$1,295.72	\$1,292.42	\$1,025.61	\$1,004.57	\$1,043.49	\$1,043.99
RVC	\$1,363.46	\$1,388.84	\$1,266.56	\$1,329.40	\$1,326.03	\$1,052.29	\$1,030.70	\$1,070.62	\$1,038.72
RVB	\$1,180.72	\$1,202.70	\$1,096.82	\$1,151.22	\$1,148.30	\$911.25	\$892.55	\$927.12	\$909.58
RVA	\$1,176.16	\$1,198.05	\$1,092.58	\$1,146.77	\$1,143.85	\$907.74	\$889.11	\$923.54	\$906.35
RHC	\$1,188.09	\$1,210.20	\$1,103.66	\$1,158.40	\$1,155.46	\$916.92	\$898.11	\$932.91	\$893.14
RHB	\$1,069.30	\$1,089.20	\$993.30	\$1,042.58	\$1,039.91	\$825.25	\$808.31	\$839.61	\$809.24
RHA	\$941.39	\$958.92	\$874.49	\$917.86	\$915.53	\$726.54	\$711.63	\$739.20	\$718.84
RMC	\$1,043.72	\$1,063.14	\$969.55	\$1,017.63	\$1,015.06	\$805.50	\$788.97	\$819.55	\$776.07
RMB	\$979.76	\$998.00	\$910.13	\$955.30	\$952.86	\$756.16	\$740.64	\$769.32	\$730.88
RMA	\$806.16	\$821.16	\$748.87	\$786.01	\$784.00	\$622.17	\$609.40	\$633.00	\$608.21
RLB	\$1,014.78	\$1,033.66	\$942.67	\$989.43	\$986.90	\$783.18	\$767.11	\$796.81	\$742.03
RLA	\$653.86	\$666.03	\$607.39	\$637.53	\$635.89	\$504.63	\$494.28	\$513.41	\$486.99
ES3	\$1,913.99	\$1,949.61	\$1,777.97	\$1,866.16	\$1,861.41	\$1,477.17	\$1,446.84	\$1,502.88	\$1,367.09
ES2	\$1,498.26	\$1,526.14	\$1,391.76	\$1,460.82	\$1,457.08	\$1,156.30	\$1,132.57	\$1,176.43	\$1,073.36
ES1	\$1,338.36	\$1,363.26	\$1,243.24	\$1,304.91	\$1,301.58	\$1,032.91	\$1,011.70	\$1,050.90	\$960.36
HE2	\$1,292.67	\$1,316.72	\$1,200.78	\$1,260.36	\$1,257.15	\$997.64	\$977.16	\$1,015.01	\$928.07
HE1	\$1,073.38	\$1,093.35	\$997.09	\$1,046.57	\$1,043.90	\$828.39	\$811.41	\$842.82	\$773.13
HD2	\$1,210.43	\$1,232.96	\$1,124.40	\$1,180.17	\$1,177.19	\$934.18	\$915.01	\$950.44	\$869.98
HD1	\$1,009.42	\$1,028.21	\$937.70	\$984.21	\$981.70	\$779.05	\$763.07	\$792.62	\$727.94
HC2	\$1,141.92	\$1,163.16	\$1,060.77	\$1,113.39	\$1,110.54	\$881.29	\$863.21	\$896.66	\$821.55
HC1	\$954.59	\$972.35	\$886.74	\$930.74	\$928.37	\$736.71	\$721.60	\$749.55	\$689.20
HB2	\$1,128.19	\$1,149.19	\$1,048.02	\$1,100.01	\$1,097.20	\$870.71	\$852.83	\$885.87	\$811.86
HB1	\$945.45	\$963.05	\$878.26	\$921.83	\$919.48	\$729.67	\$714.69	\$742.39	\$682.75
LE2	\$1,173.88	\$1,195.75	\$1,090.46	\$1,144.56	\$1,141.64	\$905.98	\$887.38	\$921.76	\$844.15
LE1	\$982.02	\$1,000.30	\$912.23	\$957.49	\$955.05	\$757.89	\$742.35	\$771.10	\$708.56
LD2	\$1,128.19	\$1,149.19	\$1,048.02	\$1,100.01	\$1,097.20	\$870.71	\$852.83	\$885.87	\$811.86
LD1	\$945.45	\$963.05	\$878.26	\$921.83	\$919.48	\$729.67	\$714.69	\$742.39	\$682.75
LC2	\$991.14	\$1,009.61	\$920.71	\$966.38	\$963.92	\$764.94	\$749.23	\$778.26	\$715.03
LC1	\$835.83	\$851.37	\$776.41	\$814.94	\$812.87	\$645.06	\$631.81	\$656.30	\$605.25
LB2	\$940.89	\$958.40	\$874.02	\$917.38	\$915.06	\$726.16	\$711.25	\$738.81	\$679.51
LB1	\$799.28	\$814.14	\$742.48	\$779.30	\$777.32	\$616.85	\$604.20	\$627.59	\$579.46
CE2	\$1,045.97	\$1,065.44	\$971.62	\$1,019.84	\$1,017.24	\$807.26	\$790.68	\$821.30	\$753.75
CE1	\$963.73	\$981.68	\$895.24	\$939.66	\$937.26	\$743.78	\$728.53	\$756.73	\$695.65
CD2	\$991.14	\$1,009.61	\$920.71	\$966.38	\$963.92	\$764.94	\$749.23	\$778.26	\$715.03
CD1	\$908.92	\$925.84	\$844.33	\$886.21	\$883.96	\$701.49	\$687.08	\$713.69	\$656.91
CC2	\$867.79	\$883.93	\$806.12	\$846.11	\$843.94	\$669.73	\$655.98	\$681.40	\$627.87
CC1	\$803.84	\$818.79	\$746.72	\$783.75	\$781.77	\$620.39	\$607.64	\$631.20	\$582.68
CB2	\$803.84	\$818.79	\$746.72	\$783.75	\$781.77	\$620.39	\$607.64	\$631.20	\$582.68
CB1	\$744.47	\$758.31	\$691.55	\$725.86	\$724.01	\$574.56	\$562.75	\$584.57	\$540.72
CA2	\$680.49	\$693.14	\$632.13	\$663.48	\$661.79	\$525.18	\$514.39	\$534.32	\$495.51
CA1	\$634.80	\$646.61	\$589.68	\$618.93	\$617.36	\$489.90	\$479.85	\$498.45	\$463.23
BB2	\$721.62	\$735.05	\$670.32	\$703.59	\$701.78	\$556.91	\$545.49	\$566.63	\$524.56
BB1	\$689.61	\$702.45	\$640.61	\$672.37	\$670.66	\$532.22	\$521.30	\$541.50	\$501.99
BA2	\$598.25	\$609.40	\$555.73	\$583.32	\$581.81	\$461.72	\$452.24	\$469.75	\$437.42
BA1	\$570.84	\$581.47	\$530.28	\$556.57	\$555.16	\$440.56	\$431.51	\$448.23	\$418.06
PE2	\$963.73	\$981.68	\$895.24	\$939.66	\$937.26	\$743.78	\$728.53	\$756.73	\$695.65
PE1	\$918.04	\$935.14	\$852.81	\$895.11	\$892.83	\$708.51	\$693.99	\$720.87	\$663.39
PD2	\$908.92	\$925.84	\$844.33	\$886.21	\$883.96	\$701.49	\$687.08	\$713.69	\$656.91
PD1	\$863.23	\$879.30	\$801.88	\$841.66	\$839.52	\$666.22	\$652.54	\$677.82	\$624.65
PC2	\$780.99	\$795.54	\$725.50	\$761.47	\$759.54	\$602.74	\$590.38	\$613.25	\$566.53
PC1	\$744.47	\$758.31	\$691.55	\$725.86	\$724.01	\$574.56	\$562.75	\$584.57	\$540.72
PB2	\$662.20	\$674.54	\$615.14	\$645.65	\$644.01	\$511.06	\$500.57	\$519.98	\$482.58
PB1	\$634.80	\$646.61	\$589.68	\$618.93	\$617.36	\$489.90	\$479.85	\$498.45	\$463.23
PA2	\$548.00	\$558.19	\$509.06	\$534.30	\$532.95	\$422.92	\$414.25	\$430.30	\$401.90
PA1	\$525.15	\$534.93	\$487.83	\$512.02	\$510.72	\$405.29	\$396.97	\$412.36	\$385.75