## **Table of Contents**

**State/Territory Name: FLORIDA** 

State Plan Amendment (SPA) #: 23-0006

This file contains the following documents in the order listed:

- 1) Approval Letter
- 2) CMS 179 Form/Summary Form
- 3) Approved SPA Pages

#### DEPARTMENT OF HEALTH & HUMAN SERVICES

Centers for Medicare & Medicaid Services Center for Medicaid & CHIP Services 233 North Michigan Ave., Suite 600 Chicago, Illinois 60601



### **Financial Management Group**

December 19, 2023

Mr. Tom Wallace Deputy Secretary for Health Care Finance and Data Agency for Health Care Administration 2727 Mahan Drive, Mail Stop # 2 Tallahassee, FL 32301

#### RE: FLORIDA STATE PLAN AMENDMENT (SPA) TN # 23-0006

Dear Deputy Secretary Wallace,

We have reviewed the proposed Florida State Plan Amendment (SPA) to Attachment 4.19-B which was submitted to the Centers for Medicare & Medicaid Services (CMS) on September 27, 2023. This plan amendment updates the County Health Department Reimbursement

Based upon the information provided by the State, we have approved the amendment with an effective date of July 1, 2023. We are enclosing the approved CMS-179 and a copy of the new state plan pages.

If you have any additional questions or need further assistance, please contact Ysabel Gavino at maria.gavino@cms.hhs.gov

Sincerely,

Todd McMillion Director Division of Reimbursement Review

**Enclosures** 

TRANSMITTAL AND NOTICE OF APPROVAL OF	F 2 3 — 0 0 0 6 F L			
STATE PLAN MATERIAL				
FOR: CENTERS FOR MEDICARE & MEDICAID SERVICES	I SECUDITY ACT			
	SECORITACT ( ) XIX ( ) XXI			
TO: CENTER DIRECTOR	4. PROPOSED EFFECTIVE DATE			
CENTERS FOR MEDICAID & CHIP SERVICES DEPARTMENT OF HEALTH AND HUMAN SERVICES	July 1, 2023			
5. FEDERAL STATUTE/REGULATION CITATION 42 CFR 447 Subpart F	6. FEDERAL BUDGET IMPACT (Amounts in WHOLE dollars) a FFY 22-23 \$ 141,465			
	b FFY 23-24 \$ 424,394			
7. PAGE NUMBER OF THE PLAN SECTION OR ATTACHMENT	8. PAGE NUMBER OF THE SUPERSEDED PLAN SECTION OR ATTACHMENT (If Applicable)			
Attachment 4.19-B Supplement 3	Attackment 4.40 B. Cumplement 3			
	Attachment 4.19-B Supplement 3			
9. SUBJECT OF AMENDMENT				
County Health Department Reimbursement				
10. GOVERNOR'S REVIEW (Check One)				
GOVERNOR'S OFFICE REPORTED NO COMMENT COMMENTS OF GOVERNOR'S OFFICE ENCLOSED NO REPLY RECEIVED WITHIN 45 DAYS OF SUBMITTAL	OTHER, AS SPECIFIED:			
11 SIG F F S: ATF AGENCY OFFICIAL	15. RETURN TO			
	AA. T W			
12. TYPED NAME	Mr. Tom Wallace Deputy Secretary for Health Care Finance and Data			
Tom Wallace	pency for Health Care Administration			
13. TITLE	27 Mahan Drive, Mail Stop #2			
Deputy Secretary for Health Care Finance and Data	Tallahassee, FL 32301			
14. DATE SUBMITTED 9-27-2023	Attention: Susan Hamrick			
FOR CMS USE ONLY				
16. DATE RECEIVED	DATE APPROVED			
September 27, 2023  PLAN APPROVED - O	December 19, 2023			
18. EFFECTIVE DATE OF APPROVED MATERIAL	19. SIGNATURE OF APPROVING OFFICIAL			
July 1, 2023				
20. TYPED NAME OF APPROVING OFFICIAL	21. TITLE OF APPROVING OFFICIAL			
Todd McMillion	Director, Division of Reimbursement Review			
22. REMARKS				

#### FLORIDA TITLE XIX COUNTY HEALTH DEPARTMENT

#### REIMBURSEMENT PLAN

#### **VERSION XXI**

**EFFECTIVE DATE: July 1, 2023** 

### I. Cost Finding and Cost Reporting

A. Each county health department (CHD) participating in the Florida Medicaid program shall submit one complete, legible copy of a cost report to the Agency for Health Care Administration (AHCA), Bureau of Medicaid Program Finance, Division of Cost Reimbursement, postmarked or accepted by a common carrier no later than five calendar months after the close of its cost reporting year.

- B. Cost reports available to AHCA pursuant to section IV of this plan, shall be used to initiate this plan.
- C. Each CHD is required to detail costs for its entire reporting year, making appropriate adjustments as required by this plan for determination of allowable costs. A prospective reimbursement rate shall not be established for a CHD based on a cost report for a period less than 12 months. Interim rates shall be cost settled for the interim rate period.
- D. The cost report shall be prepared in accordance with the method of reimbursement and cost finding of Title XVIII (Medicare) Principles of Reimbursement described in Title 42, Code of Federal Regulations (CFR), Chapter 413, and further interpreted by the Provider Reimbursement Manual, Centers for Medicare and Medicaid Services (CMS) Pub. 15-1, except as modified by Title XIX of the Social Security Act (SSA), this plan, requirements of licensure and certification, and the duration and scope of benefits provided under the Florida Medicaid program.
- E. Each CHD shall file a legible and complete cost report within five months, or six months (if a certified report is being filed), after the close of its reporting period.
- F. If a CHD provider submits a cost report late, after the five month period, and that cost report would have been used to set a lower reimbursement rate for a rate period had it been submitted within five

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months, then the CHD provider's rate for that rate period shall be calculated using the new cost report,

and full payments at the recalculated rate shall be effective retroactively.

G. AHCA shall retain all uniform cost reports filed for a period of at least five years following the date of

filing of such reports and shall maintain those reports pursuant to the record-keeping requirements of

45 CFR section 205.60. Individual cost reports may be requested from the Medicare Administrative

contractors in conformity with the Freedom of Information Act (FOIA).

H. Cost reports must include the following statement immediately preceding the dated signature of the

provider's administrator or chief financial officer: "I certify that I am familiar with the laws and

regulations regarding the provision of health care services under the Florida Medicaid program,

including the laws and regulations relating to claims for Florida Medicaid reimbursements and

payments, and that the services identified in this cost report were provided in compliance with such

laws and regulations."

I. The services provided at each CHD are in compliance with 42 CFR section 440.90, Clinic Services.

J. AHCA reserves the right to refer providers found to be out of compliance with any of the policies and

procedures regarding cost reporting to the Bureau of Medicaid Program Integrity for investigation.

K. Providers are subject to sanctions for late cost reports. A cost report is late if it is not received by

AHCA, Bureau of Medicaid Program Finance, Division of Cost Reimbursement, on the first cost

report acceptance cut-off date after the cost report due date.

II. Audits

All cost reports and related documents submitted by the providers shall be either field or desk audited at the

discretion of AHCA.

A. Description of AHCA's Procedures for Audits - General.

1. Primary responsibility for the audit of providers shall be assumed by AHCA. AHCA

audit staff may enter into contracts with certified public accountant firms to ensure that

the requirements of 42 CFR section 447.202 are met.

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2. All audits shall be based on American Institute of Certified Public Accountants (AICPA)

Attestation Standards for examining or reviewing statistical information and other data.

3. The auditor shall issue an opinion as to whether, in all material respects, the financial and

statistical report submitted complies with all federal and state regulations pertaining to

the reimbursement program for CHDs. All reports shall be retained by AHCA for three

years.

B. Retention

All audit reports issued by AHCA shall be kept in accordance with 45 CFR section 205.60.

C. Overpayments and Underpayments

1. Any overpayments or underpayments for those years or partial years as determined by

desk or field audits, using approved state plans, shall be reimbursable to the provider or

to AHCA as appropriate.

2. Any overpayment or underpayment that resulted from a rate adjustment due to an error in

either reporting or calculation of the rate shall be refunded to AHCA or to the provider,

as appropriate.

3. Any overpayment or underpayment that resulted from a rate based on a budget shall be

refunded to AHCA or to the provider as appropriate.

4. All overpayments shall be reported by AHCA to CMS, as required under the authority of

42 CFR 433, Subpart F. All underpayments will be subjected to the time limitations

under the authority of 45 CFR 95.7.

5. Information intentionally misrepresented by a CHD in the cost report shall result in a

suspension from the Florida Medicaid program.

D. Appeals

For audits conducted by AHCA, a concurrence letter that states the results of an audit shall be

prepared and sent to the provider, showing all adjustments and changes and the authority for such.

Providers shall have the right to a hearing.

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**III.** Allowable Costs

Allowable costs for purposes of computing the encounter rate shall be determined in accordance with the

provisions outlined within this reimbursement plan. These include:

A. Costs incurred by a CHD in meeting:

1. The definition of a CHDs are those counties recognized by the Florida Department of

Health that have as their purpose the provision and an administration of public health

services.

2. The requirements created by AHCA for establishing and maintaining health standards

under the authority of 42 CFR section 431.610(c).

3. Any other requirements for licensing under the state law which are necessary for

providing county health department services.

B. A CHD shall report its total cost in the cost report. However, only allowable health care services

costs and the appropriate indirect overhead cost, as determined in the cost report, shall be included

in the reimbursement rate. Non-allowable services costs and the appropriate indirect overhead, as

determined in the cost report, shall not be included in the reimbursement rate.

C. Florida Medicaid reimbursements shall be limited to an amount, if any, by which the rate

calculation for an allowable claim exceeds the amount of a third party recovery during the Florida

Medicaid benefit period. In addition, the reimbursement shall not exceed the amount according to

42 CFR section 447.321.

D. Under this plan, a CHD shall be required to accept Florida Medicaid reimbursement as payment in

full for covered services provided during the benefit period and billed to the Florida Medicaid

program; therefore, there shall be no payments due from Florida Medicaid recipients. As a result,

for Florida Medicaid cost reporting purposes, there shall be no Florida Medicaid bad debts

generated by Florida Medicaid recipients. Bad debts shall not be considered as an allowable

expense.

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E. Allowable costs of contracts for physician services shall be limited to the prior year's contract

amount, or a similar prior year's contract amount, increased by an inflation factor based on the

consumer price index (CPI) for services rendered in the contract.

IV. Standards

A. Changes in individual CHD rates shall be effective July 1 of each year.

B. All cost reports received by AHCA as of April 15 of each year shall be used to establish the

encounter rates for the following rate period.

C. The individual CHD's prospectively determined rate shall be adjusted only under the following

circumstances:

1. An error was made by AHCA in the calculation of the CHD's rate.

2. A provider submits an amended cost report used to determine the rates in effect. An

amended cost report may be submitted in the event that it would cause a change of one

percent or more in the total reimbursement rate. The amended cost report must be filed

by the filing date of the subsequent cost report. An audited cost report may not be

amended. A cost report shall be deemed audited 30 days after the exit conference

between field audit staff and the provider has been completed.

3. Further desk or on-site audits of cost reports used in the establishment of the prospective

rates, disclose a change in allowable costs in those reports.

D. Any rate adjustment or denial of a rate adjustment by AHCA may be appealed by the provider.

E. CHD services are reimbursed at one encounter rate per day, per recipient, per provider.

F. Prescription drugs and immunization costs shall be reimbursed through Florida Medicaid's

prescribed drug services. These costs shall be reported in the cost report as non-allowable services

and product cost shall be adjusted out. Costs relating to contracted prescribed drug services shall

be reported under non-allowable services and adjusted out in total.

G. Costs relating to the following services are excluded from the encounter rate and shall be reported

in the cost report under non-allowable service:

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1. Ambulance services.

2. Home health services.

3. WIC certifications and recertifications.

4. Any health care services rendered away from the clinic, at a hospital, or a nursing home.

(These services include off-site radiology and clinical laboratory services. However,

services rendered away from the clinic may be billed under the appropriate Florida

Medicaid service-specific coverage policy, if eligible).

V. Methods

This section defines the methodologies used by the Florida Medicaid program in establishing individual

CHD reimbursement encounter rates on July 1 of each year. The services provided at each CHD are in

compliance with 42 CFR section 440.90.

A. Setting Individual CHD Rates.

1. Review and adjust each CHD's cost report available to AHCA as of April 15 to reflect the

results of desk and field audits.

2. Determine each CHD's encounter rate by dividing total allowable cost by total allowable

encounters.

3. Adjust each CHD's encounter rate with an inflation factor based on the CPI of the

midpoint of the CHD's cost reporting period divided into the CPI projected for

December 31 of each year. The adjustment shall be made utilizing the latest available

projections from the Data Resource Incorporation (DRI) CPI (Appendix A).

B. Method of Establishing Historical Rate Reductions

1. AHCA shall apply a recurring methodology to establish rates taking into consideration

the reductions imposed in the following manner:

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a. AHCA shall divide the total amount of each recurring reduction imposed by the

number of visits originally used in the rate calculation for each rate setting period

which will yield a rate reduction per diem for each rate period.

b. AHCA shall multiply the resulting rate reduction per diem for each rate setting

period by the projected number of visits used in establishing the current budget

estimate, which will yield the total current reduction amount to be applied to current

rates.

c. In the event the total current reduction amount is greater than the historical

reduction amount, AHCA shall hold the rate reduction to the historical reduction

amount.

2. The recurring methodology includes an efficiency calculation where the reduction amount

is subtracted from the CHD prospective rate to calculate the final prospective rate which

cannot exceed the \$180 ceiling rate or be lower than the \$100 floor rate. If the floor rate

is higher than the CHD prospective rate then use the CHD prospective rate which cannot

exceed cost.

C. Applying Historical Reductions to Rates

1. Apply the first rate reduction based on the steps outlined in section V.A. The rates shall

be proportionately reduced until the required savings is achieved.

2. Apply the first, and all subsequent rate reductions based on the steps outlined in section

V.A. The rates shall be proportionately reduced until the required savings is achieved.

3. The unit cost for the current rate setting is compared to the budgeted unit cost for state

fiscal year (SFY) 2010-2011 (\$163.10). If the unit cost for the current rate setting is less

than the budgeted unit cost for SFY 2010-2011, no further rate reduction is required.

4. Effective July 1, 2022 buy-back clinic services rate reductions funding of \$987,167.

This reimbursement methodology follows the annual General Appropriation Act for buy-

back clinic services rate reductions that were effective on or after July 1, 2008.

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5. The total Buy-back amount cannot exceed the total rate reduction as calculate in Section

V.B.

VI. Payment Assurance

AHCA shall pay each CHD for services provided in accordance with the requirements of the Florida Title

XIX County Health Department Reimbursement Plan and applicable state and federal rules and regulations.

The payment amount shall be determined for each CHD according to the standards and methods set forth in

the Florida Title XIX County Health Department Reimbursement Plan.

VII. Provider Participation

This plan is designed to assure adequate participation of CHD's in the Florida Medicaid program, the

availability of CHD services of high quality to recipients, and services which are comparable to those

available to the public in accordance with 42 CFR section 447.204.

VIII. Revisions

The plan shall be revised as operating experience data are developed and the need for changes are

necessary in accordance with modifications in the CFR.

IX. Payment in Full

Participation in the Florida Medicaid program shall be limited to CHD's which accept as payment in full for

covered services the amount paid in accordance with the Florida Title XIX County Health Department

Reimbursement Plan.

X. Glossary

A. Acceptable cost report - A completed, legible cost report that contains all relevant schedules,

worksheets, and supporting documents.

B. AHCA - Agency for Health Care Administration.

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C. Base rate - A CHD's per diem reimbursement rate before a Medicaid trend adjustment or a buy-back is

applied.

D. Benefit period - The period of time where medical benefits for services covered by the Florida

Medicaid program, with certain specified maximum limitations, are available to the Florida Medicaid

beneficiary.

E. Buy-back - A provision that allows a CHD to decrease the Medicaid trend adjustment from the

established percent down to zero percent.

F. CMS-Pub. 15-1 - Manual detailing cost finding principles for institutional providers for Medicare and

Medicaid reimbursement (also known as the Provider Reimbursement Manual published by the

Department of Health and Human Services (HHS), Centers for Medicare and Medicaid Services).

G. County health department clinic services - Medicaid CHD clinic services consist of primary and

preventive health care, related diagnostic services, and dental services.

H. Cost reporting year - A 12-month period of operation based upon the provider's accounting year.

I. Eligible Florida Medicaid recipient - Any individual whom the Florida Department of Children and

Families, or the SSA on behalf of AHCA, determines is eligible, pursuant to federal and state law, to

receive medical or allied care, goods, or services for which AHCA may make payments under the

Florida Medicaid program and is enrolled in the Florida Medicaid program. For the purposes of

determining third party liability, the term includes an individual formerly determined to be eligible for

Florida Medicaid, an individual who has received medical assistance under the Florida Medicaid

program, or an individual on whose behalf Florida Medicaid has become obligated.

I. Encounter - An encounter is a single day, face-to-face visit between a recipient and health care

professional(s). Two encounters cannot be reimbursed on the same day even if the visits are for

different types of services such as a Child Health Check-Up screening and a dental service.

Categorically, encounters are:

1. Physician. An encounter between a physician and a recipient during which medical

services are provided for the prevention, diagnosis, treatment, and rehabilitation of illness

or injury.

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2. Midlevel practitioner. An encounter between an advanced registered nurse practitioner

(ARNP) or a physician assistant (PA) and a recipient when the ARNP or PA acts as an

independent provider.

3. Nurse. An encounter between a registered nurse and a recipient in which the nurse acts

as an independent provider of medical services. The service may be provided under

standing protocols of a physician, under specific instructions from a previous visit, or

under the general supervision of a physician or midlevel practitioner who has no direct

contact with the recipient during a visit.

4. Dental. An encounter between a dentist and a recipient for the purpose of prevention,

assessment, or treatment of a dental problem, including restoration.

K. Filing due date - No later than five calendar months after the close of the CHD cost-reporting

year.

L. HHS - Department of Health and Human Services.

M. Interim rate - A reimbursement rate that is calculated from budgeted cost data and is subject to cost

settlement.

N. Late cost report - A cost report is late when it is filed with AHCA, Bureau of Medicaid Program

Finance after the filing due date and after the rate setting due date.

O. Legislative unit cost - The weighted average per diem of the state anticipated expenditure after all rate

reductions but prior to any buy back.

P. Medicaid trend adjustment (MTA) - A proportional percentage rate reduction that is uniformly applied

to all Florida Medicaid providers' rate semester which equals all recurring and nonrecurring budget

reductions on an annualized basis. The MTA is applied to all components of the prospective per diem.

Q. Rate period - July 1 of a calendar year through June 30 of the next calendar year.

R. Rate setting due date - All cost reports received by AHCA by April 15 of each year.

S. Rate setting unit cost - The weighted average per diem after all rate reductions but prior to any buy-

backs based on submitted cost reports.

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T. Title XVIII - The sections of the federal SSA, as certified by Title 42, United States Code (U.S.C.)1395 et seq., and regulations thereunder that authorize the Medicare program.

U. Title XIX - The sections of the federal SSA, as certified by 42 U.S.C. 1396 et seq., and regulations thereunder that authorize the Florida Medicaid program.

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# APPENDIX A FLORIDA TITLE XIX COUNTY HEALTH DEPARTMENT REIMBURSEMENT PLAN

## **Calculation of Inflation Index**

 An inflation index used in adjusting each county health department's (CHD) encounter rate for inflation, developed from the DRI CPI All Urban (All Items) inflation indices. An example of the technique is detailed below. Assume the following DRI quarterly indices for the South Atlantic Region:

	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
Q1	1.504	1.542	1.574	1.621	1.647
Q2	1.514	1.539	1.596	1.626	1.649
Q3	1.526	1.544	1.606	1.633	1.660
Q4	1.540	1.558	1.613	1.639	1.665

2. Based on the quarterly indices, monthly indices are calculated by averaging pairs of quarterly indices and interpolating between these averages as follows:

<u>QUARTER</u>	<u>INDEX</u>	AVERAGE INDEX	<u>MONTH</u>
1	1.504	1.509	MARCH 31
2	1.514	1.520	JUNE 30
3	1.526	1.533	SEPTEMBER 30
4	1.540	N/A	N/A

April 30 Index = (June 30 Index/March 31 Index)<sup>1/3</sup> (March 31 Index)

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 $=(1.520/1.509)^{1/3}(1.509)$ 

= 1.512

May 31 Index = (June 30 Index/March 31 Index)<sup>2/3</sup> (March 31 Index)

 $=(1.520/1.509)^{2/3}(1.509)$ 

= 1.516

All other monthly indices can be calculated in a similar fashion. To determine the applicable inflation factor for a

given CHD for the rate period July 1, 2014, the index for December 31, 2014, the midpoint of the rate period, is

divided by the index for the midpoint of the provider's fiscal year. For example, if a CHD has a fiscal year end of

June 30, 2013, then its midpoint is December 31, and the applicable inflation is:

December 2014 Index/December 2012 Index (1.706/1.643)

= 1.03834

Therefore, the CHD's Florida Medicaid encounter rate as established by the cost report is multiplied by 1.03834 to

obtain the prospectively determined rate for the rate period July 1, 2014 through June 30, 2015.

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# APPENDIX B FLORIDA TITLE XIX COUNTY HEALTH DEPARTMENT REIMBURSEMENT PLAN

## **Medicaid Trend Adjustment (MTA) Percentages**

1.	Effective Date July 1, 2008	Percentages 5.9781%	Reduction Amount \$7,426,780
2.	March 1, 2009	5.7808%	\$1,907,971
	,		
3.	July 1, 2009 First Cut	5.1307%	\$5,601,154
	Second Cut	5.5267%	\$5,723,913
	Third Cut	.123013%	\$120,361
4.	July 1, 2010		
	First Cut	4.16308%	\$5,601,154
	Second Cut	4.43912%	\$5,723,913
	Third Cut	.097681%	\$120,361
	Fourth Cut	27.7950%	\$36,984,286
5.	July 1, 2011		
	First Cut	3.5186%	\$5,601,154
	Second Cut	3.7269%	\$5,723,913
	Third Cut	0.0814%	\$120,361
	Fourth Cut	25.0332%	\$36,984,286
6.	July 1, 2012		
	First Cut	3.551023%	\$5,601,154
	Second Cut	3.762456%	\$5,723,913
	Third Cut	.082209%	\$120,361
	Fourth Cut	25.281816%	\$36,984,286
	Fifth Cut	13.087637%	\$14,305,285
7.	July 1, 2013		
	First Cut	4.06110%	\$5,601,154
	Second Cut	4.432578%	\$5,723,913
	Third Cut	.09507%	\$120,361
	Fourth Cut	28.03615%	\$35,459,164
	Fifth Cut	12.42594%	\$11,309,767
8.	July 1, 2014		
	First Cut	5.348313%	\$3,490,065
	Second Cut	5.774361%	\$3,566,556

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	Third Cut Fourth Cut Fifth Cut	.127385% 30.663694% 14.105514%	\$41,137 \$17,823,174 \$5,684,735
9.	July 1, 2015 First Cut Second Cut Third Cut Fourth Cut Fifth Cut	4.82554% 5.181325% .111358% 27.33862% 12.0047%	\$799,883 \$817,414 \$16,991 \$4,084,869 \$1,302,877
10.	July 1, 2016 First Cut Second Cut Third Cut Fourth Cut Fifth Cut	4.853741% 4.857250% .106120% 25.53950% 10.93986%	\$506,286 \$517,382 \$10,755 \$2,285,518 \$824,656
11.	July 1, 2017 First Cut Second Cut Third Cut Fourth Cut Fifth Cut	4.30639% 4.59882% .100210% 24.11371% 10.13505%	\$557,405 \$569,622 \$11,841 \$2,846,574 \$907,920
12.	July 1, 2018 First Cut Second Cut Third Cut Fourth Cut Fifth Cut	3.99593% 4.25347% .092340% 22.22069% 9.112110%	\$486,427 \$497,088 \$10,333 \$2,484,101 \$792,309
13.	July 1, 2019 First Cut Second Cut Third Cut Fourth Cut Fifth Cut	3.58130% 3.79573% .08202% 19.732991% 7.84118%	\$427,340 \$436,706 \$9,078 \$2,182,353 \$696,066
14.	July 1, 2020 First Cut Second Cut Third Cut Fourth Cut Fifth Cut	3.465570% 3.66866% .07917% 19.046731% 7.50431%	\$386,773 \$495,240 \$8,216 \$1,975,136 \$629,973

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y 1, 2021		
t Cut	3.23600%	\$368,743
ond Cut	3.41750%	\$376,825
d Cut	.073600%	\$7,833
rth Cut	17.69600%	\$1,883,109
h Cut	6.85760%	\$600,621
y 1, 2022		
t Cut	2.91396%	\$207,173
ond Cut	3.0672%	\$211,713
d Cut	.06578%	\$4,401
rth Cut	15.82315%	\$1,057,997
h Cut	5.9955%	\$337,450
y 1, 2023		
t Cut	2.87476%	\$263,299
ond Cut	3.02472%	\$269,070
d Cut	.064830%	\$5,593
rth Cut	15.59703%	\$1,344,625
h Cut	5.89399%	\$428,871
	y 1, 2021 t Cut ond Cut rd Cut rth Cut h Cut  y 1, 2022 t Cut ond Cut rth Cut h Cut y 1, 2023 t Cut ond Cut rth Cut h Cut ond Cut rth Cut h Cut ond Cut rth Cut ond Cut rth Cut ond Cut rth Cut rth Cut ond Cut	t Cut     3.23600%       ond Cut     3.41750%       rd Cut     .073600%       rth Cut     17.69600%       h Cut     6.85760%       y 1, 2022     2.91396%       ond Cut     3.0672%       rd Cut     .06578%       rth Cut     15.82315%       h Cut     5.9955%       y 1, 2023     2.87476%       ond Cut     3.02472%       ond Cut     .064830%       rth Cut     15.59703%