

DEPARTMENT OF HEALTH & HUMAN SERVICES

Centers for Medicare & Medicaid Services

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TO: All Part A and Part B Medicare Administrative Contractors (A/B MACs), and
Section 1886(d) Providers (i.e., Providers Paid under Medicare's Hospital
Inpatient Prospective Payment System (IPPS))

**SUBJECT: Guidance for Determining Defined Benefit Pension Plan Costs for the
Federal Fiscal Year (FY) 2020 Wage Index**

This following provides guidance for developing pension cost for the wage index. **We have also provided a spreadsheet (that is consistent with these instructions/guidance) to assist hospitals and MACs in developing pension costs for the FY 2020 wage index.** Commencing with cost reporting periods used for the FY 2018 wage index, the cost to be included in the wage index for defined benefit pension plans shall be determined in accordance with the policy adopted in the FY 2012 IPPS final rule (CMS-1518-F; 76 FR 51586 – 51590, August 18, 2011), the FY 2016 IPPS final rule (CMS-1632-F; 80 FR 49505 – 49508, August 17, 2015) and as discussed below. The FY 2020 wage index will be computed using wage data from cost reporting periods beginning during FY 2016 (that is, cost reporting periods beginning on or after October 1, 2015 and before October 1, 2016).

Policy

Defined Benefit Pension Plan: A defined benefit pension plan is a type of deferred compensation plan, which is established and maintained by the employer primarily to provide systematically for the payment of definitely determinable benefits to its employees usually over a period of years, or for life, after retirement. Pension plan benefits are generally measured by, and based on, such factors as age of employees, years of service, and compensation received by employees. This section applies only to defined benefit pension plans which meet the applicable requirements for a qualified pension plan under Section 401(a) of the Internal Revenue Code. A qualified pension plan is for the exclusive benefit of employees or their beneficiaries and qualifies for special tax benefits, such as tax deferral of employer contributions.

Pension Contributions: Pension costs for a defined benefit pension plan are allowable only to the extent that costs are actually incurred by the provider. Such costs are found to have been incurred only if paid directly to participants or beneficiaries under the terms of the plan or paid to a pension fund which meets the applicable tax qualification requirements under Section 401(a) of the Internal Revenue Code. For purposes of the wage index, provider pension payments shall be measured on a cash-basis without regard to §2305 of PRM, Part I. Payment must be made by check or other negotiable instrument, cash, or legal transfer of assets such as stocks, bonds, real property, etc. A contribution payment shall be deemed to occur on the date it is credited to the fund established for the pension plan, or for provider payments made directly to a plan participant or beneficiary, on the date the provider's account is debited. Contributions made under a pension plan that covers multiple providers or employers shall be allocated on a basis consistent with plan records. If the plan records do not show a separate accounting of the actuarially determined cost estimates, contribution deposits, and/or assets attributable to each participating provider or employer, the allocation basis must represent a reasonable approximation of the funding attributable to each employer.

Source of Documentation for Pension Contributions: Providers are required to obtain contribution data from the pension trustee, insurance carrier, Schedule B or SB of IRS Form 5500, and if applicable, from accounting records showing the allocation of total plan contributions to each participating provider. These records should be maintained as needed for subsequent periods.

Reasonable Compensation: In order for pension costs to be allowable, the benefits payable under the plan (attributable to employer contributions), together with all other compensation paid to the employee, must be reasonable in amount.

Defined Benefit Pension Plan Costs for the Wage Index: The annual pension cost to be included in the wage index shall be the average annual employer contributions made by or on behalf of the provider (on a cash basis) to all defined benefit plans covered under this section during the averaging period. Contribution payments must satisfy the allowability requirements outlined above; see “Pension Contributions” and “Reasonable Compensation” above. A reversion of plan assets shall be treated as a negative contribution payment and a negative pension cost resulting from a reversion of plan assets shall offset a provider’s other wage related costs.

In the FY 2016 IPPS final rule, we changed the averaging period used to compute the average defined benefit pension cost for the wage index. Prior to this change, the averaging period was generally the 36 consecutive calendar month period centered on the midpoint of the cost reporting period used for the wage index (the cost reporting period used for the wage index shall hereafter referred to as the wage index cost reporting period). Beginning with the FY 2017 wage index, the averaging period is the 36 months ending on the last day of the wage index cost reporting period.

A provider who adopts a new defined benefit pension plan and has no other defined benefit plan in existence during the averaging period may elect to exclude from the averaging period all cost reporting periods ending prior to the date the new plan was adopted. No defined benefit pension cost is reportable for a wage index cost reporting period that is excluded from the averaging period in accordance with this paragraph. An election to claim costs for a newly adopted plan based on an averaging period of less than 36 months must be applied on a consistent basis for all wage index cost reporting periods for which the 36 month averaging period contains the plan effective date.

If the wage index cost reporting period does not represent a 12 month period, the annual pension cost otherwise determined in accordance with this section shall be prorated to reflect the number of months in the wage index cost reporting period.

NOTE: For the FY 2013 through FY 2022 wage index only, a provider may include a prefunding installment as a component of pension cost regardless of whether or not the plan(s) which gave rise to the prefunding balance are still in existence. The annual prefunding installment shall equal 1/10th of the prefunding balance. A prefunding installment that is not reflected in the pension cost for a wage index cost reporting period may not be reassigned and added to the pension cost reported for wage index purposes in any subsequent period. The prefunding balance equals the excess, if any, of (i) provider contributions made (on a cash-basis) to its defined benefit pension plans during the look-back period over (ii) the pension costs included in the wage-index for the same look-back period. A provider’s share of the total contributions made under a pension plan that covers multiple providers or employers shall be determined on a basis consistent with the methodology used to determine the wage index pension costs for the cost reporting periods included in the prefunding balance. The look-back period shall consist of consecutive provider cost reporting periods commencing no earlier than October 1, 2002 and ending with the provider’s cost reporting period immediately prior to the FY 2013 wage index cost reporting period. The look-back period may not include any cost reporting period for which the provider is unable to provide documentation of the contributions made or the pension costs included in the wage index; all prior cost reporting periods must also be excluded in order to satisfy the requirement that the look-back period consist of consecutive cost reporting periods. A provider who establishes a prefunding

balance must submit documentation to the Medicare Contractor to support the calculation of the prefunding balance and annual prefunding installment.

Pension Plan with Multiple Entities: As discussed in the FY 2016 IPPS final rule, if a hospital participates in a pension plan or retirement system that also covers other entities, the hospital must report its respective 3-year average pension cost (or prefunding balance) reflecting only the hospital's allocated share of total plan contributions, and *not* including any share of pension costs of other entities. For each hospital, this is accomplished by first determining the hospital's allocated portion of pension contribution for each year of the 3-year average, and then computing the 3-year average for that hospital based only on that hospital's respective allocated pension contributions. This is consistent with the regulations at 42 CFR 413.24(a), which state, in pertinent part, that providers must provide adequate cost data based on their financial and statistical records. Therefore, a provider may not claim as an allowable cost the costs of services associated with another entity. We also note that the allocation of contributions between the various entities participating in a pension plan or pension system should agree with the methodology used for plan reporting purposes and/or financial statement purposes, and the methodology used should be applied consistently over time. Furthermore, if wage index reporting is required for two or more hospitals covered under the same pension plan or retirement system, those hospitals should ensure that the allocation of plan contributions for each reporting period is determined on a consistent basis to avoid duplicate reporting of costs.

NOTE: Fees paid to external organizations (for example, actuarial fees, claim administration fees, IRS form preparation fees) for providing services that are directly associated with a provider's wage-related costs, including a provider's defined benefit pension plan(s), maybe included in wage-related costs on Worksheet S-3, Part II for the period in which the expense is incurred (see Form CMS-339, Exhibit 6, Line 6). Such expenses are to be reported as additional costs only if they are paid directly by the provider and NOT out of the plan assets.

Examples

Example 1 (prefunding balance and prefunding installment):

- Provider's FY 2020 wage index cost reporting period is 01/01/2016-12/31/2016. The look-back period is subject up until cost reports used for the FY 2013 wage index. Therefore the look back period ends with the cost reporting period ending 12/31/2008 (immediately prior to the FY 2013 wage index cost reporting period.) Assuming the provider has always reported costs on a calendar year basis, the earliest possible cost reporting period in the look-back period is the period commencing 01/01/2003 (first cost reporting period commencing on or after 10/01/2002).*
- The provider is able to document its pension contributions (on a cash basis) and the pension costs included in the wage index for all cost reporting periods except for the 2004 year. Therefore, 2004 and all prior cost reporting periods must be excluded from the look-back period. The data for 2005 through 2008 is as follows:*

<i>Cost Reporting Year</i>	<i>Cash Basis Contributions</i>	<i>Wage-Index Pension Costs</i>
<i>2005</i>	<i>\$400,000</i>	<i>\$500,000</i>

<i>2006</i>	<i>\$800,000</i>	<i>\$0</i>
<i>2007</i>	<i>\$0</i>	<i>\$600,000</i>
<i>2008</i>	<i>\$650,000</i>	<i>\$700,000</i>

- *Because the pension cost reported in the wage index for 2005 was higher than the cash contributions made during that same period, the provider may elect to drop 2005 (and all prior periods) from the look-back period.*
- *Although the contributions made in 2007 were also less than the pension cost reported for that same period, the provider cannot exclude 2007 without also excluding 2006 (look-back period must consist of consecutive cost reporting periods).*
- *Although the contributions made in 2008 were less than the pension cost reported in that same period, the provider cannot exclude 2008 since the look-back period must end with 2008 because that is the cost reporting period immediately prior to the FY 2013 wage index cost reporting period.*
- *The prefunding balance based on a 2006-2008 look-back period is \$150,000 (\$1,450,000 [\$800,000+\$0+\$650,000] total contributions - \$1,300,000 [\$0+\$600,000+\$700,000] in wage index pension costs reported for the same period). The annual prefunding installment is \$15,000 (1/10th of \$150,000).*

Example 2 (pension cost for a 12 month wage index cost reporting period):

- *Provider's FY 2020 wage index cost reporting period is 12 months (01/01/2016 – 12/31/2016); the 36 month averaging period is 01/01/2014 to 12/31/2016, which includes the wage index cost reporting year and the prior two cost reporting periods.*
- *Contributions made in wage index cost reporting period 01/01/2014 – 12/31/2014 = \$500,000.*
- *Contributions made during 01/01/2015 – 12/31/2015 = \$300,000.*
- *Contributions made during 01/01/2016 – 12/31/2016 = \$600,000.*
- *Total contributions made during the 36 month averaging period = \$1,400,000.*
- *The provider has no prefunding balance or prefunding installment.*
- *The pension cost for the FY 2020 wage index cost reporting period is \$466,667 (\$1,400,000 total contributions divided by 36 months in the averaging period multiplied by 12 months in the wage index cost reporting period).*

Example 3 (pension cost for a 7 month wage index cost reporting period):

- *Provider's FY 2020 wage index cost reporting period is 7 months (01/01/2016 – 07/31/2016); the 36 month averaging period is 8/01/2013 to 7/31/2016 (begins 29 months prior to Fiscal Year Begin Date of the wage index cost reporting period for a total of 36 months).*

- Contributions made in wage index cost reporting period 08/01/2013 – 12/31/2013 = \$300,000.
- Contributions made during 01/01/2014 – 12/31/2014 = \$500,000.
- Contributions made during 01/01/2015 – 12/31/2015 = \$400,000.
- Contributions made during 01/01/2016 – 07/31/2016 = \$200,000.
- Total contributions made during the 36 month averaging period = \$1,400,000.
- The provider has documented a prefunding balance of \$1,000,000; the annual prefunding installment is therefore \$100,000 (1/10th of prefunding balance).
- The pension cost for the FY 2020 wage index cost reporting period is \$330,555 (\$272,222 average pension cost [\$1,400,000 total contributions divided by 36 months in the averaging period multiplied by 7 months in the wage index cost reporting period] plus \$58,333 pro-rata prefunding installment [\$100,000 annual prefunding installment multiplied by 7/12ths to reflect a 7 month wage index cost reporting period]).

Example 4 (pension cost for a new plan):

- Provider's FY 2020 wage index cost reporting period is 12 months (01/01/2016 – 12/31/2016); the 36 month averaging period is 01/01/2014 to 12/31/2016, which includes the wage index cost reporting year and the prior two cost reporting periods).
- The provider adopted a new pension plan effective 07/01/2015 and had no other pension plan in effect prior to that date; there is therefore no prefunding balance or prefunding installment.
- Contributions made during 01/01/2014 – 12/31/2014 = \$0 (no plan in existence)
- Contributions made in the wage index cost reporting period 01/01/2015 – 12/31/2015 = \$500,000,.
- Contributions made during 01/01/2016 – 12/31/2016 = \$1,200,000.
- Total contributions during the 36 month averaging period = \$1,700,000.
- The provider did not report a pension cost attributable to the new plan based on a 36 month averaging period during any prior wage index cost reporting period, therefore it may elect to exclude cost reporting periods ending prior to the 07/01/2015 plan effective date from the averaging period; the 36 month averaging period is therefore shortened to 24 months and excludes the period 01/01/2014 to 12/31/2014. The pension cost for the FY 2020 wage index cost reporting period would then be \$850,000 (\$1,700,000 total contributions divided by 24 months in the averaging period multiplied by 12 months in the wage index reporting period.

