

Rate Study for HCB Services for People with
Intellectual and Developmental Disabilities Waiver
(I/DD Waiver)

Final Rate Models, Revised

- prepared for -

Developmental Disabilities Division
Hawaii State Department of Health

- prepared by -

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**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

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**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Comparison of Current and Final Rates

Current Code	Service	Unit	Current	Final - Big Island	Final - Other Islands	Notes
T1019 U6	Personal Assistance/ Habilitation, Tier 1, 1:1	15 min.	\$6.54			
T1019 UA	Personal Assistance/ Habilitation, Tier 2, 1:1	15 min.	\$7.25	\$8.64	\$7.46	PAB rates will no longer be 'tiered'
T1019 U2	Personal Assistance/ Habilitation, Tier 3, 1:1	15 min.	\$8.58			
-	Personal Assistance/ Habilitation, 1:2	15 min.	-	\$4.69	\$4.07	new PAB service for two participants served by a single worker
-	Personal Assistance/ Habilitation, 1:3	15 min.	-	\$3.42	\$2.99	new PAB service for three participants served by a single worker
T1019 U7	Personal Assistance/ Habilitation, Tier 1, 2:1	15 min.	\$13.08			
T1019 UB	Personal Assistance/ Habilitation, Tier 2, 2:1	15 min.	\$14.50	\$15.46	\$13.80	service for two staff for one participant; PAB rates will no longer be 'tiered'
T1019 U3	Personal Assistance/ Habilitation, Tier 3, 2:1	15 min.	\$17.16			
T1019 U8	Personal Assistance/ Habilitation, Tier 1, 3:1	15 min.	\$19.62			
T1019 UC	Personal Assistance/ Habilitation, Tier 2, 3:1	15 min.	\$21.75	\$22.28	\$20.13	service for three staff for one participant; PAB rates will no longer be 'tiered'
T1019 U4	Personal Assistance/ Habilitation, Tier 3, 3:1	15 min.	\$25.74			
T1019 U9	Personal Assistance/ Habilitation, Tier 1, 4:1	15 min.	\$26.16			
T1019 UD	Personal Assistance/ Habilitation, Tier 2, 4:1	15 min.	\$29.00	-	-	service for four staff for one participant being eliminated
T1019 U5	Personal Assistance/ Habilitation, Tier 3, 4:1	15 min.	\$34.32			
-	Personal Assistance/ Hab., Registered Behavior Tech., 1:1	15 min.	-	\$11.95	\$10.53	new service for PAB delivered by an RBT
-	Personal Assistance/ Hab., Registered Behavior Tech., 2:1	15 min.	-	\$18.77	\$16.86	new PAB service for two staff (one RBT) for one participant
-	Personal Assistance/ Hab., Registered Behavior Tech., 3:1	15 min.	-	\$25.59	\$23.20	new PAB service for three staff (one RBT) for one participant
T1019 U1	Personal Assistance, Habilitation, Consumer-Directed, 1:1	15 min.	\$2.95 / \$3.66	\$4.77	\$4.77	rate range of \$3.69 to \$4.77 based on a wage range of \$13.37 to \$17.31 on all islands; also T1020
-	Personal Assistance, Habilitation, Consumer-Directed, 1:2	15 min.	-	\$2.43	\$2.43	new service for two participants served by a single worker; rate range of \$1.88 to \$2.43 based on a wage range of \$13.60 to \$17.62 on all islands
T2016 U1	Residential Habilitation, Tier 1, 3 or Fewer Beds	Day		\$120.64	\$115.29	rate varies based on licensed capacity of home
	Residential Habilitation, Tier 1, 4-Bed	Day	\$45.00	\$103.24	\$99.29	rate includes 21-day absence factor so billing is limited to 344 days per year (current rate at 344 days would be \$47.75)
	Residential Habilitation, Tier 1, 5 or More Beds	Day		\$92.81	\$89.70	
T2016 U2	Residential Habilitation, Tier 2, 3 or Fewer Beds	Day		\$164.17	\$159.04	rate varies based on licensed capacity of home
	Residential Habilitation, Tier 2, 4-Bed	Day	\$61.52	\$144.05	\$140.32	rate includes 21-day absence factor so billing is limited to 344 days per year (current rate at 344 days would be \$65.28)
	Residential Habilitation, Tier 2, 5 or More Beds	Day		\$131.98	\$129.09	
T2016 U3	Residential Habilitation, Tier 3, 3 or Fewer Beds	Day		\$185.94	\$180.93	rate varies based on licensed capacity of home
	Residential Habilitation, Tier 3, 4-Bed	Day	\$187.50	\$160.38	\$156.73	rate includes 21-day absence factor so billing is limited to 344 days per year (current rates at 344 days would be \$198.95)
	Residential Habilitation, Tier 3, 5 or More Beds	Day		\$145.05	\$142.21	
-	Additional Residential Supports	15 min.	-	\$5.76	\$5.58	new service for staffing in excess of Residential Hab. rates

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Comparison of Current and Final Rates

Current Code	Service	Unit	Current	Final - Big Island	Final - Other Islands	Notes
T2016	Therapeutic Living Program	Day	\$485.28	\$502.58	\$499.23	rate includes 21-day absence factor so billing is limited to 344 days per year (current rate at 344 days would be \$514.90)
S5102 U1	Adult Day Health, Tier 1	15 min.	65.88*	\$3.06	\$2.70	current unit is day - assuming six hours rate would be \$2.75
S5102 U2	Adult Day Health, Tier 2	15 min.	\$82.00*	\$3.78	\$3.35	current unit is day - assuming six hours rate would be \$3.42
S5102 U3	Adult Day Health, Tier 3	15 min.	117.52*	\$4.46	\$4.00	current unit is day - assuming six hours rate would be \$4.90
-	Adult Day Health, 1:1	15 min.	-	\$8.38	\$7.62	new service
-	Adult Day Health, Registered Behavior Technician, 1:1	15 min.	-	\$10.18	\$9.29	new service
-	Community Learning Service, Group, Tier 1	15 min.	-	\$4.56	\$3.97	new service
-	Community Learning Service, Group, Tier 2	15 min.	-	\$5.94	\$5.26	new service
-	Community Learning Service, Group, Tier 3	15 min.	-	\$7.31	\$6.52	new service
-	Community Learning Service, 1:1	15 min.	-	\$9.50	\$7.91	new service
-	Community Learning Service, 2:1	15 min.	-	\$16.32	\$14.24	new service
-	Community Learning Service, 3:1	15 min.	-	\$23.13	\$20.58	new service
-	Community Learning Service, Registered Behavior Tech., 1:1	15 min.	-	\$12.86	\$11.06	new service
-	Community Learning Service, Registered Behavior Tech., 2:1	15 min.	-	\$19.67	\$17.39	new service
-	Community Learning Service, Registered Behavior Tech., 3:1	15 min.	-	\$26.49	\$23.73	new service
-	Community Learning Service, Consumer-Directed, 1:1	15 min.	-	\$5.23	\$4.98	new service; rate range of \$4.14 to \$5.23 on the Big Island based on a wage range of \$15.01 to \$18.98, and \$3.89 to \$4.98 on other islands based on a wage range of \$14.10 to \$18.07
-	Community Learning Service, Consumer-Directed, 1:2	15 min.	-	\$2.64	\$2.51	new service for two participants served by a single worker; rate range of \$2.09 to \$2.64 on Big Island based on a wage range of \$15.14 to \$19.16, and \$1.96 to \$2.51 on other islands based on a wage range of \$14.22 to \$18.24
-	Discovery and Career Planning	15 min.	-	\$13.88	\$12.01	new service
-	Benefits Planning	15 min.	-	\$13.87	\$13.17	new service
T2019	Individual Employment Support, Job Development	15 min.	\$13.50	\$12.11	\$11.45	existing service being separated into Development and Coaching
	Individual Employment Support, Job Coaching	15 min.		\$12.30	\$10.63	

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Comparison of Current and Final Rates

Current Code	Service	Unit	Current	Final - Big Island	Final - Other Islands	Notes
T1005	Respite, Hourly, 1:1	15 min.	\$4.50	\$5.84	\$5.65	
-	Respite, Hourly, 1:2	15 min.		\$3.24	\$3.14	new service for two participants served by a single worker
-	Respite, Hourly, 1:3	15 min.		\$2.38	\$2.31	new service for three participants served by a single worker
T1005 22	Respite, Daily, 1:1	15 min.	\$142.60	\$142.60	\$142.60	service will be limited to Respite provided in licensed or certified homes; all other Respite to be billed at the 15-minute rate
T1005	Respite, Hourly, Consumer-Directed, 1:1	15 min.	\$2.60	\$3.85	\$3.85	rate range of \$3.69 to \$3.85 based on a wage range of \$13.37 to \$13.94 on all islands
-	Respite, Hourly, Consumer-Directed, 1:2	15 min.		\$1.92	\$1.92	new service for two participants served by a single worker; rate range of \$1.84 to \$1.92 based on a wage range of \$13.37 to \$13.94 on all islands
T1005 22	Respite, Daily, Consumer-Directed, 1:1	15 min.	\$142.60	-	-	service being eliminated - to be billed hourly
S5120 UB	Chore	15 min.	\$3.38	\$6.52	\$5.82	
S5120 UB	Chore, Consumer-Directed	15 min.	\$2.25	\$4.24	\$4.24	rate range of \$3.65 to \$4.24 based on a wage range of \$13.25 to \$15.40 on all islands
S0125	Non-Medical Transportation	Mile	\$1.95	\$1.70	\$1.51	
-	Non-Medical Transportation, Consumer-Directed	Mile	-	\$1.30	\$1.14	
T1000 TD	Skilled Nursing, Registered Nurse, 1:1	15 min.	\$12.50	\$25.37	\$21.63	
-	Skilled Nursing, Registered Nurse, 1:2	15 min.	-	\$13.35	\$11.35	new service for two participants served by a single nurse
T1000	Skilled Nursing, Licensed Practical Nurse, 1:1	15 min.	\$8.75	\$15.52	\$12.68	
-	Skilled Nursing, Licensed Practical Nurse, 1:2	15 min.	-	\$8.35	\$6.82	new service for two participants served by a single nurse

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Current Code	Service	Unit	Current	Final - Big Island	Final - Other Islands	Notes
S5116 AE	Training and Consultation, Dietician	Hour	\$89.68	\$70.42	\$59.08	
	Training and Consultation, Dietician, Interisland	Hour			\$162.31	
S5116 AF	Training and Consultation, Psychiatrist	Hour	\$153.00	-	-	code being eliminated (can bill under psychologist code)
S5116 AH	Training and Consultation, Psychologist	Hour	\$89.68	\$101.06	\$86.16	
	Training and Consultation, Psychologist, Interisland	Hour			\$211.90	
S5116 HI	Training and Consultation, Behavior Analyst	Hour	\$89.68	\$101.06	\$86.16	
	Training and Consultation, Behavior Analyst, Interisland	Hour			\$211.90	
S5116 GN	Training and Consultation, Speech Therapist	Hour	\$89.68	\$82.89	\$70.10	
	Training and Consultation, Speech Therapist, Interisland	Hour			\$182.49	
S5116 GO	Training and Consultation, Occupational Therapist	Hour	\$89.68	\$82.89	\$70.10	current rate will continue to be used for services associated with environmental accessibility adaptations and vehicle modifications
	Training and Consultation, Occupational Therapist, Interisland	Hour			\$182.49	
S5116 GP	Training and Consultation, Physical Therapist	Hour	\$89.68	\$82.89	\$70.10	
	Training and Consultation, Physical Therapist, Interisland	Hour			\$182.49	
S5116 U1	Training and Consultation, Audiologist	Hour	\$89.68	-	-	code being eliminated
-	Training and Consultation, Registered Nurse	Hour	-	\$93.59	\$79.56	new service
	Training and Consultation, Registered Nurse, Interisland	Hour			\$199.81	
-	Training and Consultation, LCSW/ LMHC/ LMFT	Hour	-	\$56.07	\$46.38	new service
	Training and Consultation, LCSW/ LMHC/ LMFT, Interisland	Hour			\$139.07	
T2034 52	Waiver Emergency Services, Crisis Mobile Outreach	15 min.		\$27.50	\$27.50	propose to adopt AMHD's Crisis Mobile Outreach rate
T2034 22	Waiver Emergency Services, Out-of-Home Stabilization	Day	\$453.25	\$502.58	\$499.23	propose to adopt TLP rates for Shelter service

**Final Rate Models for IDD Waiver Services
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Personal Assistance/ Habilitation, 1:1

		Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	4.50	2.03	
	- Attending ISP Meetings	0.23	0.23	
	- Missed Appointments	0.45	0.45	
	- Recordkeeping and Reporting	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.68	0.68	
	- Training	0.46	0.46	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	29.69	32.16	
	Productivity Factor	1.35	1.24	
Staff Cost After Productivity Adj. per Billable Hour		\$24.10	\$22.13	
Mileage	- Number of Miles Traveled per Week	180	72	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$96.30	\$38.52	
	Mileage Cost per Billable Hour	\$3.24	\$1.20	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.53	\$2.33	
	Cost per Billable Hour Before Administration	\$29.87	\$25.66	
	- Administration Percent	10.0%	10.0%	
	Administration Cost per Billable Hour	\$3.32	\$2.85	
	Cost per Billable Hour Before General Excise Tax	\$33.19	\$28.51	
- General Excise Tax Rate	4.0%	4.5%		
General Excise Tax Cost per Billable Hour		\$1.38	\$1.34	
Total Cost per Billable Hour		\$34.57	\$29.85	
Rate per 15 Minutes		\$8.64	\$7.46	

**Final Rate Models for IDD Waiver Services
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Personal Assistance/ Habilitation, Groups

		1:2		1:3		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03	
	- Attending ISP Meetings	0.45	0.45	0.68	0.68	
	- Recordkeeping and Reporting	0.68	0.68	0.90	0.90	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	29.69	32.16	29.24	31.71	
	Productivity Factor	1.35	1.24	1.37	1.26	
	Staff Cost After Productivity Adj. per Billable Hour	\$24.10	\$22.13	\$24.45	\$22.49	
	Mileage	- Number of Miles Traveled per Week	180	72	180	72
- Amount per Mile		\$0.535	\$0.535	\$0.535	\$0.535	
Weekly Mileage Cost		\$96.30	\$38.52	\$96.30	\$38.52	
Mileage Cost per Billable Hour		\$3.24	\$1.20	\$3.29	\$1.21	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$30.00	\$30.00	\$45.00	\$45.00	
	Program Support Cost per Billable Hour	\$5.05	\$4.66	\$7.69	\$7.10	
	Cost per Billable Hour Before Administration	\$32.39	\$27.99	\$35.43	\$30.80	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	Administration Cost per Billable Hour	\$3.60	\$3.11	\$3.94	\$3.42	
	Cost per Billable Hour Before General Excise Tax	\$35.99	\$31.10	\$39.37	\$34.22	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	
General Excise Tax Cost per Billable Hour	\$1.50	\$1.47	\$1.64	\$1.61		
Total Cost per Billable Hour	\$37.49	\$32.57	\$41.01	\$35.83		
- Number of Participants	2	2	3	3		
Rate per 15 Minutes	\$4.69	\$4.07	\$3.42	\$2.99		

**Final Rate Models for IDD Waiver Services
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Personal Assistance/ Habilitation, Multiple Staff

		2:1		3:1		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits - Primary Staff	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03	
	- Attending ISP Meetings	0.23	0.23	0.23	0.23	
	- Missed Appointments	0.45	0.45	0.45	0.45	
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	29.69	32.16	29.69	32.16	
Productivity Factor	1.35	1.24	1.35	1.24		
Primary Staff Cost After Productivity Adj. per Billable Hr.	\$24.10	\$22.13	\$24.10	\$22.13		
Direct Support Staff Wages and Benefits - Additional Staff	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03	
	- Missed Appointments	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	30.37	32.84	30.37	32.84	
	Productivity Factor	1.32	1.22	1.32	1.22	
	Staff Cost After Productivity Adj. per Billable Hour	\$23.56	\$21.78	\$23.56	\$21.78	
Number of Additional Staff	1	1	2	2		
Addl. Staff Cost After Productivity Adj. per Billable Hr.	\$23.56	\$21.78	\$47.12	\$43.56		
Mileage	- Number of Miles Traveled per Week	180	72	180	72	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$96.30	\$38.52	\$96.30	\$38.52	
	Mileage Cost per Billable Hour (for Primary Staff)	\$3.24	\$1.20	\$3.24	\$1.20	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.53	\$2.33	\$2.53	\$2.33	
	Cost per Billable Hour Before Administration	\$53.43	\$47.44	\$76.99	\$69.22	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	Administration Cost per Billable Hour	\$5.94	\$5.27	\$8.55	\$7.69	
	Cost per Billable Hour Before General Excise Tax	\$59.37	\$52.71	\$85.54	\$76.91	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	
General Excise Tax Cost per Billable Hour	\$2.47	\$2.48	\$3.56	\$3.62		
Total Cost per Billable Hour	\$61.84	\$55.19	\$89.10	\$80.53		
Rate per 15 Minutes	\$15.46	\$13.80	\$22.28	\$20.13		

**Final Rate Models for IDD Waiver Services
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Personal Assistance/ Habilitation, Registered Behavior Technician, 1:1

		Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$20.76	\$20.76	
	- Employee Benefit Rate (as a percent of wages)	24.6%	24.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.87	\$25.87	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	4.46	2.01	
	- Attending ISP Meetings	0.22	0.22	
	- Missed Appointments	0.45	0.45	
	- Recordkeeping and Reporting	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.89	0.89	
	- Training	0.77	0.77	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	29.22	31.67	
	Productivity Factor	1.37	1.26	
Staff Cost After Productivity Adj. per Billable Hour		\$35.44	\$32.60	
Mileage	- Number of Miles Traveled per Week	180	72	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$96.30	\$38.52	
	Mileage Cost per Billable Hour	\$3.30	\$1.22	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.57	\$2.37	
	Cost per Billable Hour Before Administration	\$41.31	\$36.19	
	- Administration Percent	10.0%	10.0%	
	Administration Cost per Billable Hour	\$4.59	\$4.02	
	Cost per Billable Hour Before General Excise Tax	\$45.90	\$40.21	
- General Excise Tax Rate	4.0%	4.5%		
General Excise Tax Cost per Billable Hour		\$1.91	\$1.89	
Total Cost per Billable Hour		\$47.81	\$42.10	
Rate per 15 Minutes		\$11.95	\$10.53	

**Final Rate Models for IDD Waiver Services
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Personal Assistance/ Habilitation, Registered Behavior Technician, Multiple Staff

		2:1		3:1		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits - Primary Staff	- Direct Staff Hourly Wage	\$20.76	\$20.76	\$20.76	\$20.76	
	- Employee Benefit Rate (as a percent of wages)	24.6%	24.6%	24.6%	24.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.87	\$25.87	\$25.87	\$25.87	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	4.46	2.01	4.46	2.01	
	- Attending ISP Meetings	0.22	0.22	0.22	0.22	
	- Missed Appointments	0.45	0.45	0.45	0.45	
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.89	0.89	0.89	0.89	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	29.22	31.67	29.22	31.67	
	Productivity Factor	1.37	1.26	1.37	1.26	
Primary Staff Cost After Productivity Adj. per Billable Hr.	\$35.44	\$32.60	\$35.44	\$32.60		
Direct Support Staff Wages and Benefits - Additional Staff	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03	
	- Missed Appointments	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	30.37	32.84	30.37	32.84	
	Productivity Factor	1.32	1.22	1.32	1.22	
	Staff Cost After Productivity Adj. per Billable Hour	\$23.56	\$21.78	\$23.56	\$21.78	
	Number of Additional Staff	1	1	2	2	
Addl. Staff Cost After Productivity Adj. per Billable Hr.	\$23.56	\$21.78	\$47.12	\$43.56		
Mileage	- Number of Miles Traveled per Week	180	72	180	72	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$96.30	\$38.52	\$96.30	\$38.52	
	Mileage Cost per Billable Hour (for Primary Staff)	\$3.30	\$1.22	\$3.30	\$1.22	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.57	\$2.37	\$2.57	\$2.37	
	Cost per Billable Hour Before Administration	\$64.87	\$57.97	\$88.43	\$79.75	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	Administration Cost per Billable Hour	\$7.21	\$6.44	\$9.83	\$8.86	
	Cost per Billable Hour Before General Excise Tax	\$72.08	\$64.41	\$98.26	\$88.61	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	
General Excise Tax Cost per Billable Hour	\$3.00	\$3.04	\$4.09	\$4.18		
Total Cost per Billable Hour	\$75.08	\$67.45	\$102.35	\$92.79		
Rate per 15 Minutes	\$18.77	\$16.86	\$25.59	\$23.20		

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Personal Assistance/ Habilitation, Consumer-Directed, 1:1

		Minimum Wage		Assumed Agency Wage		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	12.7%	12.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$15.32	\$15.32	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Attending ISP Meetings	0.23	0.23	0.23	0.23	
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	35.32	35.32	35.32	35.32	
	Productivity Factor	1.13	1.13	1.13	1.13	
	Staff Cost After Productivity Adj. per Billable Hour	\$13.37	\$13.37	\$17.31	\$17.31	
	Cost per Billable Hour Before Employer Taxes (Wage Range)	\$13.37	\$13.37	\$17.31	\$17.31	
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%	
	Hourly Cost of Employer Taxes	\$1.38	\$1.38	\$1.77	\$1.77	
Total Cost per Billable Hour		\$14.75	\$14.75	\$19.08	\$19.08	
Rate per 15 Minutes		\$3.69	\$3.69	\$4.77	\$4.77	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Personal Assistance/ Habilitation, Consumer-Directed, Groups of 2

		Minimum Wage		Assumed Agency Wage		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	12.7%	12.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$15.32	\$15.32	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Attending ISP Meetings	0.45	0.45	0.45	0.45	
	- Recordkeeping and Reporting	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	34.87	34.87	34.87	34.87	
	Productivity Factor	1.15	1.15	1.15	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$13.60	\$13.60	\$17.62	\$17.62	
	Cost per Billable Hour Before Employer Taxes (Wage Range)	\$13.60	\$13.60	\$17.62	\$17.62	
	Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%
Hourly Cost of Employer Taxes		\$1.40	\$1.40	\$1.80	\$1.80	
Total Cost per Billable Hour		\$15.00	\$15.00	\$19.42	\$19.42	
- Number of Participants		2	2	2	2	
Rate per 15 Minutes		\$1.88	\$1.88	\$2.43	\$2.43	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Residential Habilitation, Tier 1

		3 or Fewer Beds		4-Bed		5 or More Beds		
		Big Island	Other Islands	Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		Day	Day	Day	Day	Day	Day	
Home Manager	- Home Manager Annual Salary	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00	
	- Employee Benefit Rate (as a percent of wages)	32.1%	32.1%	32.1%	32.1%	32.1%	32.1%	
	Annual Cost of Home Manager Wages and Benefits	\$62,715.80	\$62,715.80	\$62,715.80	\$62,715.80	\$62,715.80	\$62,715.80	
	Weekly Home Manager Cost per Participant	\$402.02	\$402.02	\$301.52	\$301.52	\$241.21	\$241.21	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$12.33	\$12.33	\$12.33	\$12.33	\$12.33	\$12.33	
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%	33.3%	33.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.43	\$16.43	\$16.43	\$16.43	\$16.43	\$16.43	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	3.54	3.54	
	"Billable" Hours	35.32	35.32	35.32	35.32	35.32	35.32	
	Productivity Factor	1.13	1.13	1.13	1.13	1.13	1.13	
	Staff Cost per Billable Hour	\$18.61	\$18.61	\$18.61	\$18.61	\$18.61	\$18.61	
	<i>Staffing</i>							
	- Staff Hours per Residence per Week	20.0	20.0	30.0	30.0	40.0	40.0	
	Allocated Staff Hours per Participant per Week	6.7	6.7	7.5	7.5	8.0	8.0	
	Weekly Staff Cost per Participant	\$124.13	\$124.13	\$139.58	\$139.58	\$148.88	\$148.88	
	Mileage	<i>Depreciation Costs</i>						
- Purchase Price		\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	
- Salvage Value		30%	30%	30%	30%	30%	30%	
- Useful Life (Miles)		100,000	100,000	100,000	100,000	100,000	100,000	
Depreciation Cost per Mile		\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	
<i>Operating Costs</i>								
Amount per Mile		\$0.285	\$0.285	\$0.285	\$0.285	\$0.285	\$0.285	
- Number of Miles per Week per Residence	300	120	300	120	300	120		
Allocated Miles per Participant per Week	100.0	40.0	75.0	30.0	60.0	24.0		
Weekly Mileage Cost per Participant	\$56.50	\$22.60	\$42.38	\$16.95	\$33.90	\$13.56		
Program Support, Administration, and Taxes	- Program Support Funding per Participant per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Weekly Program Support Cost per Participant	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	
	Weekly Cost per Participant Before Administration	\$687.65	\$653.75	\$588.48	\$563.05	\$528.99	\$508.65	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	Weekly Administration Cost per Participant	\$76.41	\$72.64	\$65.39	\$62.56	\$58.78	\$56.52	
	Weekly Cost per Participant Before General Excise Tax	\$764.06	\$726.39	\$653.87	\$625.61	\$587.77	\$565.17	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	4.0%	4.5%	
Weekly General Excise Tax Cost per Participant	\$31.84	\$34.23	\$27.24	\$29.48	\$24.49	\$26.63		
Total Cost per Participant per Week	\$795.90	\$760.62	\$681.11	\$655.09	\$612.26	\$591.80		
Rate per Day	\$113.70	\$108.66	\$97.30	\$93.58	\$87.47	\$84.54		
Rate per Day at 344 Days per Year	\$120.64	\$115.29	\$103.24	\$99.29	\$92.81	\$89.70		

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Residential Habilitation, Tier 2

		3 or Fewer Beds		4-Bed		5 or More Beds			
		Big Island	Other Islands	Big Island	Other Islands	Big Island	Other Islands		
Unit of Service		Day	Day	Day	Day	Day	Day		
Home Manager	- Home Manager Annual Salary	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00		
	- Employee Benefit Rate (as a percent of wages)	32.1%	32.1%	32.1%	32.1%	32.1%	32.1%		
	Annual Cost of Home Manager Wages and Benefits	\$62,715.80	\$62,715.80	\$62,715.80	\$62,715.80	\$62,715.80	\$62,715.80		
	Weekly Home Manager Cost per Participant	\$402.02	\$402.02	\$301.52	\$301.52	\$241.21	\$241.21		
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$12.33	\$12.33	\$12.33	\$12.33	\$12.33	\$12.33		
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%	33.3%	33.3%		
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.43	\$16.43	\$16.43	\$16.43	\$16.43	\$16.43		
	<i>Productivity Adjustments</i>								
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00		
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	0.68	0.68		
	- Training	0.46	0.46	0.46	0.46	0.46	0.46		
	- Paid Time Off	3.54	3.54	3.54	3.54	3.54	3.54		
	"Billable" Hours	35.32	35.32	35.32	35.32	35.32	35.32		
	Productivity Factor	1.13	1.13	1.13	1.13	1.13	1.13		
	Staff Cost per Billable Hour	\$18.61	\$18.61	\$18.61	\$18.61	\$18.61	\$18.61		
	<i>Staffing</i>								
	- Staff Hours per Residence per Week	60.0	60.0	80.0	80.0	100.0	100.0		
	Allocated Staff Hours per Participant per Week	20.0	20.0	20.0	20.0	20.0	20.0		
	Weekly Staff Cost per Participant	\$372.20	\$372.20	\$372.20	\$372.20	\$372.20	\$372.20		
	Mileage	<i>Depreciation Costs</i>							
		- Purchase Price	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	
- Salvage Value		30%	30%	30%	30%	30%	30%		
- Useful Life (Miles)		100,000	100,000	100,000	100,000	100,000	100,000		
Depreciation Cost per Mile		\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28		
<i>Operating Costs</i>									
Amount per Mile		\$0.285	\$0.285	\$0.285	\$0.285	\$0.285	\$0.285		
- Number of Miles per Week per Residence		300	120	300	120	300	120		
Allocated Miles per Participant per Week	100.0	40.0	75.0	30.0	60.0	24.0			
Weekly Mileage Cost per Participant	\$56.50	\$22.60	\$42.38	\$16.95	\$33.90	\$13.56			
Program Support, Administration, and Taxes	- Program Support Funding per Participant per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00		
	Weekly Program Support Cost per Participant	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00		
	Weekly Cost per Participant Before Administration	\$935.72	\$901.82	\$821.10	\$795.67	\$752.31	\$731.97		
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%		
	Weekly Administration Cost per Participant	\$103.97	\$100.20	\$91.23	\$88.41	\$83.59	\$81.33		
	Weekly Cost per Participant Before General Excise Tax	\$1,039.69	\$1,002.02	\$912.33	\$884.08	\$835.90	\$813.30		
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	4.0%	4.5%		
Weekly General Excise Tax Cost per Participant	\$43.32	\$47.22	\$38.01	\$41.66	\$34.83	\$38.32			
Total Cost per Participant per Week	\$1,083.01	\$1,049.24	\$950.34	\$925.74	\$870.73	\$851.62			
Rate per Day	\$154.72	\$149.89	\$135.76	\$132.25	\$124.39	\$121.66			
Rate per Day at 344 Days per Year	\$164.17	\$159.04	\$144.05	\$140.32	\$131.98	\$129.09			

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Residential Habilitation, Tier 3

		3 or Fewer Beds		4-Bed		5 or More Beds		
		Big Island	Other Islands	Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		Day	Day	Day	Day	Day	Day	
Home Manager	- Home Manager Annual Salary	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00	
	- Employee Benefit Rate (as a percent of wages)	32.1%	32.1%	32.1%	32.1%	32.1%	32.1%	
	Annual Cost of Home Manager Wages and Benefits	\$62,715.80	\$62,715.80	\$62,715.80	\$62,715.80	\$62,715.80	\$62,715.80	
	Weekly Home Manager Cost per Participant	\$402.02	\$402.02	\$301.52	\$301.52	\$241.21	\$241.21	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$12.33	\$12.33	\$12.33	\$12.33	\$12.33	\$12.33	
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%	33.3%	33.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.43	\$16.43	\$16.43	\$16.43	\$16.43	\$16.43	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	3.54	3.54	
	"Billable" Hours	35.32	35.32	35.32	35.32	35.32	35.32	
	Productivity Factor	1.13	1.13	1.13	1.13	1.13	1.13	
	Staff Cost per Billable Hour	\$18.61	\$18.61	\$18.61	\$18.61	\$18.61	\$18.61	
	<i>Staffing</i>							
	- Staff Hours per Residence per Week	80.0	80.0	100.0	100.0	120.0	120.0	
	Allocated Staff Hours per Participant per Week	26.7	26.7	25.0	25.0	24.0	24.0	
	Weekly Staff Cost per Participant	\$496.33	\$496.33	\$465.25	\$465.25	\$446.64	\$446.64	
	Mileage	<i>Depreciation Costs</i>						
- Purchase Price		\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	
- Salvage Value		30%	30%	30%	30%	30%	30%	
- Useful Life (Miles)		100,000	100,000	100,000	100,000	100,000	100,000	
Depreciation Cost per Mile		\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	
<i>Operating Costs</i>								
Amount per Mile		\$0.285	\$0.285	\$0.285	\$0.285	\$0.285	\$0.285	
- Number of Miles per Week per Residence		300	120	300	120	300	120	
Allocated Miles per Participant per Week	100.0	40.0	75.0	30.0	60.0	24.0		
Weekly Mileage Cost per Participant	\$56.50	\$22.60	\$42.38	\$16.95	\$33.90	\$13.56		
Program Support, Administration, and Taxes	- Program Support Funding per Participant per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Weekly Program Support Cost per Participant	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	
	Weekly Cost per Participant Before Administration	\$1,059.85	\$1,025.95	\$914.15	\$888.72	\$826.75	\$806.41	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	Weekly Administration Cost per Participant	\$117.76	\$113.99	\$101.57	\$98.75	\$91.86	\$89.60	
	Weekly Cost per Participant Before General Excise Tax	\$1,177.61	\$1,139.94	\$1,015.72	\$987.47	\$918.61	\$896.01	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	4.0%	4.5%	
Weekly General Excise Tax Cost per Participant	\$49.07	\$53.71	\$42.32	\$46.53	\$38.28	\$42.22		
Total Cost per Participant per Week	\$1,226.68	\$1,193.65	\$1,058.04	\$1,034.00	\$956.89	\$938.23		
Rate per Day	\$175.24	\$170.52	\$151.15	\$147.71	\$136.70	\$134.03		
Rate per Day at 344 Days per Year	\$185.94	\$180.93	\$160.38	\$156.73	\$145.05	\$142.21		

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Residential Habilitation - Therapeutic Living Program

		Big Island	Other Islands	
Unit of Service		Day	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$14.69	\$14.69	
	- Employee Benefit Rate (as a percent of wages)	29.9%	29.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$19.09	\$19.09	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Employer and One-on-One Supervision Time	0.67	0.67	
	- Training	0.77	0.77	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	35.02	35.02	
	Productivity Factor	1.14	1.14	
	Staff Cost per Billable Hour	\$21.80	\$21.80	
	<i>Staffing</i>			
	- Allocated Staff Hrs. per Participant per Wk. (Appendix D)	124.0	124.0	
	Weekly Staff Cost per Participant	\$2,703.20	\$2,703.20	
	Mileage	<i>Depreciation Costs</i>		
- Purchase Price		\$40,000	\$40,000	
- Salvage Value		30%	30%	
- Useful Life (Miles)		100,000	100,000	
Depreciation Cost per Mile		\$0.28	\$0.28	
<i>Operating Costs</i>				
Amount per Mile		\$0.285	\$0.285	
- Allocated Miles per Participant per Week	100.0	40.0		
Weekly Mileage Cost per Participant	\$56.50	\$22.60		
Program Support, Administration, and Taxes	- Program Support Funding per Participant per Day	\$15.00	\$15.00	
	Weekly Program Support Cost per Participant	\$105.00	\$105.00	
	Weekly Cost per Participant Before Administration	\$2,864.70	\$2,830.80	
	- Administration Percent	10.0%	10.0%	
	Weekly Administration Cost per Participant	\$318.30	\$314.53	
	Weekly Cost per Participant Before General Excise Tax	\$3,183.00	\$3,145.33	
	- General Excise Tax Rate	4.0%	4.5%	
Weekly General Excise Tax Cost per Participant	\$132.63	\$148.21		
Total Cost per Participant per Week	\$3,315.63	\$3,293.54		
Rate per Day	\$473.66	\$470.51		
Rate per Day at 344 Days per Year	\$502.58	\$499.23		

**Final Rate Models for IDD Waiver Services
prepared for Developmental Disabilities Division**

Additional Residential Supports

		Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$12.33	\$12.33	
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.43	\$16.43	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	1.13	0.54	
	- Employer and One-on-One Supervision Time	0.68	0.68	
	- Training	0.46	0.46	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	34.19	34.78	
	Productivity Factor	1.17	1.15	
Staff Cost After Productivity Adj. per Billable Hour		\$19.22	\$18.89	
Mileage	- Number of Miles Traveled per Week	45	18	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$24.08	\$9.63	
	Mileage Cost per Billable Hour	\$0.70	\$0.28	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$7.50	\$7.50	
	Program Support Cost per Billable Hour	\$1.10	\$1.08	
	Cost per Billable Hour Before Administration	\$21.02	\$20.25	
	- Administration Percent	5.0%	5.0%	
	Administration Cost per Billable Hour	\$1.11	\$1.07	
	Cost per Billable Hour Before General Excise Tax	\$22.13	\$21.32	
	- General Excise Tax Rate	4.0%	4.5%	
General Excise Tax Cost per Billable Hour	\$0.92	\$1.00		
Total Cost per Billable Hour		\$23.05	\$22.32	
Rate per 15 Minutes		\$5.76	\$5.58	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Adult Day Health

		Tier 1		Tier 2		Tier 3		
		Big Island	Other Islands	Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Transporting participants	4.50	1.80	4.50	1.80	4.50	1.80	
	- Attending ISP Meetings	0.45	0.45	0.23	0.23	0.23	0.23	
	- Program Set-Up/ Clean-Up	2.25	2.25	2.25	2.25	2.25	2.25	
	- Recordkeeping and Reporting	0.68	0.68	0.68	0.68	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	3.54	3.54	
	"Billable" Hours	27.44	30.14	27.66	30.36	27.89	30.59	
	Productivity Factor	1.46	1.33	1.45	1.32	1.43	1.31	
	Hourly Staff Cost per Billable Hour	\$26.06	\$23.74	\$25.88	\$23.56	\$25.53	\$23.38	
	<i>Staffing Ratio</i>							
	- Group Size (Participants per Direct Support Staff)	6.0	6.0	4.0	4.0	3.0	3.0	
- Participant Attendance Rate	85%	85%	85%	85%	85%	85%		
- Adjusted Weighted Avg. of No. of Participants per Staff	5.10	5.10	3.40	3.40	2.55	2.55		
Staff Cost per Participant per Billable Hour	\$5.11	\$4.65	\$7.61	\$6.93	\$10.01	\$9.17		
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5	
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	6.00	6.00	
	Hours per Year of Participant Attendance	1,275	1,275	1,275	1,275	1,275	1,275	
Mileage	<i>Depreciation Costs</i>							
	- Purchase Price	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	
	- Salvage Value	30%	30%	30%	30%	30%	30%	
	- Useful Life (Miles)	100,000	100,000	100,000	100,000	100,000	100,000	
	Depreciation Cost per Mile	\$0.280	\$0.280	\$0.280	\$0.280	\$0.280	\$0.280	
	<i>Operating Costs</i>							
	Amount per Mile	\$0.285	\$0.285	\$0.285	\$0.285	\$0.285	\$0.285	
	- Number of Miles Traveled per Vehicle per Week	250	100	250	100	250	100	
- Number of Participants per Vehicle	4.00	4.00	4.00	4.00	4.00	4.00		
Allocated Miles per Participant per Week	62.5	25.0	62.5	25.0	62.5	25.0		
Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,765.63	\$706.25	\$1,765.63	\$706.25	\$1,765.63	\$706.25		
Mileage Cost per Participant per Billable Hour	\$1.38	\$0.55	\$1.38	\$0.55	\$1.38	\$0.55		
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$18.00	\$15.00	\$18.00	\$15.00	\$18.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,800.00	\$1,500.00	\$1,800.00	\$1,500.00	\$1,800.00	
	Facility Cost per Participant per Billable Hour	\$1.18	\$1.41	\$1.18	\$1.41	\$1.18	\$1.41	
Supplies	- Cost of Supplies per Participant per Day	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	
	Supply Cost per Participant per Billable Hour	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	
Program Support, Admin., and Taxes	- Program Support Funding per Participant per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Program Support Cost per Participant per Billable Hour	\$2.73	\$2.49	\$2.71	\$2.47	\$2.69	\$2.45	
	Cost per Billable Hour Before Administration	\$10.57	\$9.27	\$13.05	\$11.53	\$15.43	\$13.75	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	Administration Cost per Participant per Billable Hour	\$1.17	\$1.03	\$1.45	\$1.28	\$1.71	\$1.53	
	Cost per Billable Hour Before General Excise Tax	\$11.74	\$10.30	\$14.50	\$12.81	\$17.14	\$15.28	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	4.0%	4.5%	
Weekly General Excise Tax Cost per Participant	\$0.49	\$0.49	\$0.60	\$0.60	\$0.71	\$0.72		
Total Cost per Billable Hour	\$12.23	\$10.79	\$15.10	\$13.41	\$17.85	\$16.00		
Rate per 15 Minutes	\$3.06	\$2.70	\$3.78	\$3.35	\$4.46	\$4.00		

**Final Rate Models for IDD Waiver Services
prepared for Developmental Disabilities Division**

Adult Day Health, 1:1

		Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Transporting participants	4.50	1.80	
	- Attending ISP Meetings	0.23	0.23	
	- Recordkeeping and Reporting	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.68	0.68	
	- Training	0.46	0.46	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	30.14	32.84	
	Productivity Factor	1.33	1.22	
Staff Cost After Productivity Adj. per Billable Hour		\$23.74	\$21.78	
Attendance	- Annual Days of Program Operations	250.0	250.0	
	- Participant Attendance Rate	85%	85%	
	- Annual Days of Participant Attendance	212.5	212.5	
	- Hours per Day of Participant Attendance	6.00	6.00	
	Hours per Year of Participant Attendance	1,275	1,275	
Mileage	<i>Depreciation Costs</i>			
	- Purchase Price	\$40,000	\$40,000	
	- Salvage Value	30%	30%	
	- Useful Life (Miles)	100,000	100,000	
	Depreciation Cost per Mile	\$0.280	\$0.280	
	<i>Operating Costs</i>			
	Amount per Mile	\$0.285	\$0.285	
	- Number of Miles Traveled per Vehicle per Week	250	100	
	- Number of Participants per Vehicle	4.00	4.00	
	Allocated Miles per Participant per Week	62.5	25.0	
Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,765.63	\$706.25		
Mileage Cost per Participant per Billable Hour		\$1.38	\$0.55	
Facility	- Square Feet of Service Space per Participant	100	100	
	- Annual Cost per Square Foot	\$15.00	\$18.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,800.00	
	Facility Cost per Participant per Billable Hour	\$1.18	\$1.41	
Supplies	- Cost of Supplies per Participant per Day	\$1.00	\$1.00	
	Supply Cost per Participant per Billable Hour	\$0.17	\$0.17	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.49	\$2.28	
	Cost per Billable Hour Before Administration	\$28.96	\$26.19	
	- Administration Percent	10.0%	10.0%	
	Administration Cost per Billable Hour	\$3.22	\$2.91	
	Cost per Billable Hour Before General Excise Tax	\$32.18	\$29.10	
	- General Excise Tax Rate	4.0%	4.5%	
	General Excise Tax Cost per Billable Hour	\$1.34	\$1.37	
Total Cost per Billable Hour		\$33.52	\$30.47	
Rate per 15 Minutes		\$8.38	\$7.62	

**Final Rate Models for IDD Waiver Services
prepared for Developmental Disabilities Division**

Adult Day Health, Registered Behavior Technician, 1:1

		Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.46	\$17.46	
	- Employee Benefit Rate (as a percent of wages)	27.0%	27.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.17	\$22.17	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Transporting participants	4.46	1.78	
	- Attending ISP Meetings	0.22	0.22	
	- Recordkeeping and Reporting	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.89	0.89	
	- Training	0.77	0.77	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	29.67	32.35	
	Productivity Factor	1.35	1.24	
	Staff Cost After Productivity Adj. per Billable Hour	\$29.93	\$27.49	
Attendance	- Annual Days of Program Operations	250.0	250.0	
	- Participant Attendance Rate	85%	85%	
	- Annual Days of Participant Attendance	212.5	212.5	
	- Hours per Day of Participant Attendance	6.00	6.00	
	Hours per Year of Participant Attendance	1,275	1,275	
Mileage	<i>Depreciation Costs</i>			
	- Purchase Price	\$40,000	\$40,000	
	- Salvage Value	30%	30%	
	- Useful Life (Miles)	100,000	100,000	
	Depreciation Cost per Mile	\$0.280	\$0.280	
	<i>Operating Costs</i>			
	Amount per Mile	\$0.285	\$0.285	
	- Number of Miles Traveled per Vehicle per Week	250	100	
	- Number of Participants per Vehicle	4.00	4.00	
	Allocated Miles per Participant per Week	62.5	25.0	
Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,765.63	\$706.25		
Mileage Cost per Participant per Billable Hour	\$1.38	\$0.55		
Facility	- Square Feet of Service Space per Participant	100	100	
	- Annual Cost per Square Foot	\$15.00	\$18.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,800.00	
	Facility Cost per Participant per Billable Hour	\$1.18	\$1.41	
Supplies	- Cost of Supplies per Participant per Day	\$1.00	\$1.00	
	Supply Cost per Participant per Billable Hour	\$0.17	\$0.17	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.53	\$2.32	
	Cost per Billable Hour Before Administration	\$35.19	\$31.94	
	- Administration Percent	10.0%	10.0%	
	Administration Cost per Billable Hour	\$3.91	\$3.55	
	Cost per Billable Hour Before General Excise Tax	\$39.10	\$35.49	
	- General Excise Tax Rate	4.0%	4.5%	
	General Excise Tax Cost per Billable Hour	\$1.63	\$1.67	
Total Cost per Billable Hour	\$40.73	\$37.16		
Rate per 15 Minutes	\$10.18	\$9.29		

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Community Learning Service, Group

		Tier 1		Tier 2		Tier 3		
		Big Island	Other Islands	Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Transporting participants	4.48	1.79	4.48	1.79	4.48	1.79	
	- Attending ISP Meetings	0.22	0.22	0.22	0.22	0.22	0.22	
	- Program Development	0.90	0.90	0.90	0.90	0.90	0.90	
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67	0.67	0.67	
	- Training	0.62	0.62	0.62	0.62	0.62	0.62	
	- Paid Time Off	3.54	3.54	3.54	3.54	3.54	3.54	
	"Billable" Hours	29.12	31.81	29.12	31.81	29.12	31.81	
	Productivity Factor	1.37	1.26	1.37	1.26	1.37	1.26	
	Hourly Staff Cost per Billable Hour	\$24.45	\$22.49	\$24.45	\$22.49	\$24.45	\$22.49	
<i>Staffing Ratio</i>								
- Group Size (Participants per Direct Support Staff)	3.0	3.0	2.0	2.0	1.5	1.5		
- Participant Attendance Rate	85%	85%	85%	85%	85%	85%		
- Adjusted Weighted Avg. of Number of Participants per Staff	2.55	2.55	1.70	1.70	1.28	1.28		
Staff Cost per Participant per Billable Hour	\$9.59	\$8.82	\$14.38	\$13.23	\$19.10	\$17.57		
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5	
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	6.00	6.00	
	Hours per Year of Participant Attendance	1,275	1,275	1,275	1,275	1,275	1,275	
Mileage	<i>Depreciation Costs</i>							
	- Purchase Price	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	
	- Salvage Value	30%	30%	30%	30%	30%	30%	
	- Useful Life (Miles)	100,000	100,000	100,000	100,000	100,000	100,000	
	Depreciation Cost per Mile	\$0.280	\$0.280	\$0.280	\$0.280	\$0.280	\$0.280	
	<i>Operating Costs</i>							
	Amount per Mile	\$0.285	\$0.285	\$0.285	\$0.285	\$0.285	\$0.285	
	- Number of Miles Traveled per Vehicle per Week	400	160	400	160	400	160	
- Number of Participants per Vehicle	4.00	4.00	4.00	4.00	4.00	4.00		
Allocated Miles per Participant per Week	100.0	40.0	100.0	40.0	100.0	40.0		
Annual Mileage Cost/ Participant (at 250 days of operation)	\$2,825.00	\$1,130.00	\$2,825.00	\$1,130.00	\$2,825.00	\$1,130.00		
Mileage Cost per Participant per Billable Hour	\$2.22	\$0.89	\$2.22	\$0.89	\$2.22	\$0.89		
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$18.00	\$15.00	\$18.00	\$15.00	\$18.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,800.00	\$1,500.00	\$1,800.00	\$1,500.00	\$1,800.00	
	Facility Cost per Participant per Billable Hour	\$1.18	\$1.41	\$1.18	\$1.41	\$1.18	\$1.41	
Supplies	- Cost of Supplies per Participant per Day	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	
	Supply Cost per Participant per Billable Hour	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	
Program Support, Admin., and Taxes	- Program Support Funding per Participant per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Program Support Cost per Participant per Billable Hour	\$2.58	\$2.36	\$2.58	\$2.36	\$2.58	\$2.36	
	Cost per Billable Hour Before Administration	\$15.74	\$13.65	\$20.53	\$18.06	\$25.25	\$22.40	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	Administration Cost per Participant per Billable Hour	\$1.75	\$1.52	\$2.28	\$2.01	\$2.81	\$2.49	
	Cost per Billable Hour Before General Excise Tax	\$17.49	\$15.17	\$22.81	\$20.07	\$28.06	\$24.89	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	4.0%	4.5%	
Weekly General Excise Tax Cost per Participant	\$0.73	\$0.71	\$0.95	\$0.95	\$1.17	\$1.17		
Total Cost per Billable Hour	\$18.22	\$15.88	\$23.76	\$21.02	\$29.23	\$26.06		
Rate per 15 Minutes	\$4.56	\$3.97	\$5.94	\$5.26	\$7.31	\$6.52		

**Final Rate Models for IDD Waiver Services
prepared for Developmental Disabilities Division**

Community Learning Service, 1:1

		Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	4.48	2.02	
	- Attending ISP Meetings	0.22	0.22	
	- Program Development	0.90	0.90	
	- Missed Appointments	0.45	0.45	
	- Recordkeeping and Reporting	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.67	0.67	
	- Training	0.62	0.62	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	28.67	31.13	
	Productivity Factor	1.40	1.28	
Staff Cost After Productivity Adj. per Billable Hour		\$24.99	\$22.85	
Mileage	- Number of Miles Traveled per Week	280	112	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$149.80	\$59.92	
	Mileage Cost per Billable Hour	\$5.22	\$1.92	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.62	\$2.41	
	Cost per Billable Hour Before Administration	\$32.83	\$27.18	
	- Administration Percent	10.0%	10.0%	
	Administration Cost per Billable Hour	\$3.65	\$3.02	
	Cost per Billable Hour Before General Excise Tax	\$36.48	\$30.20	
- General Excise Tax Rate	4.0%	4.5%		
General Excise Tax Cost per Billable Hour	\$1.52	\$1.42		
Total Cost per Billable Hour		\$38.00	\$31.62	
Rate per 15 Minutes		\$9.50	\$7.91	

**Final Rate Models for IDD Waiver Services
prepared for Developmental Disabilities Division**

Community Learning Service, Multiple Staff

		2:1		3:1		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits - Primary Staff	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	4.48	2.02	4.48	2.02	
	- Attending ISP Meetings	0.22	0.22	0.22	0.22	
	- Program Development	0.90	0.90	0.90	0.90	
	- Missed Appointments	0.45	0.45	0.45	0.45	
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67	
	- Training	0.62	0.62	0.62	0.62	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	28.67	31.13	28.67	31.13	
Productivity Factor	1.40	1.28	1.40	1.28		
Primary Staff Cost After Productivity Adj. per Billable Hr.		\$24.99	\$22.85	\$24.99	\$22.85	
Direct Support Staff Wages and Benefits - Additional Staff	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03	
	- Missed Appointments	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	30.37	32.84	30.37	32.84	
	Productivity Factor	1.32	1.22	1.32	1.22	
	Staff Cost After Productivity Adj. per Billable Hour	\$23.56	\$21.78	\$23.56	\$21.78	
	Number of Additional Staff	1	1	2	2	
Addl. Staff Cost After Productivity Adj. per Billable Hr.		\$23.56	\$21.78	\$47.12	\$43.56	
Mileage	- Number of Miles Traveled per Week	280	112	280	112	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$149.80	\$59.92	\$149.80	\$59.92	
	Mileage Cost per Billable Hour (for Primary Staff)	\$5.22	\$1.92	\$5.22	\$1.92	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.62	\$2.41	\$2.62	\$2.41	
	Cost per Billable Hour Before Administration	\$56.39	\$48.96	\$79.95	\$70.74	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	Administration Cost per Billable Hour	\$6.27	\$5.44	\$8.88	\$7.86	
	Cost per Billable Hour Before General Excise Tax	\$62.66	\$54.40	\$88.83	\$78.60	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	
General Excise Tax Cost per Billable Hour		\$2.61	\$2.56	\$3.70	\$3.70	
Total Cost per Billable Hour		\$65.27	\$56.96	\$92.53	\$82.30	
Rate per 15 Minutes		\$16.32	\$14.24	\$23.13	\$20.58	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Community Learning Service, Registered Behavior Technician, 1:1

		Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$20.76	\$20.76	
	- Employee Benefit Rate (as a percent of wages)	24.6%	24.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.87	\$25.87	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	4.46	2.01	
	- Attending ISP Meetings	0.22	0.22	
	- Program Development	0.89	0.89	
	- Missed Appointments	0.45	0.45	
	- Recordkeeping and Reporting	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.89	0.89	
	- Training	0.77	0.77	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	28.33	30.78	
	Productivity Factor	1.41	1.30	
Staff Cost After Productivity Adj. per Billable Hour		\$36.48	\$33.63	
Mileage	- Number of Miles Traveled per Week	280	112	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$149.80	\$59.92	
	Mileage Cost per Billable Hour	\$5.29	\$1.95	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.65	\$2.44	
	Cost per Billable Hour Before Administration	\$44.42	\$38.02	
	- Administration Percent	10.0%	10.0%	
	Administration Cost per Billable Hour	\$4.94	\$4.22	
	Cost per Billable Hour Before General Excise Tax	\$49.36	\$42.24	
	- General Excise Tax Rate	4.0%	4.5%	
General Excise Tax Cost per Billable Hour	\$2.06	\$1.99		
Total Cost per Billable Hour		\$51.42	\$44.23	
Rate per 15 Minutes		\$12.86	\$11.06	

**Final Rate Models for IDD Waiver Services
prepared for Developmental Disabilities Division**

Community Learning Service, Registered Behavior Technician, Multiple Staff

		2:1		3:1		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits - Primary Staff	- Direct Staff Hourly Wage	\$20.76	\$20.76	\$20.76	\$20.76	
	- Employee Benefit Rate (as a percent of wages)	24.6%	24.6%	24.6%	24.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.87	\$25.87	\$25.87	\$25.87	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	4.46	2.01	4.46	2.01	
	- Attending ISP Meetings	0.22	0.22	0.22	0.22	
	- Program Development	0.89	0.89	0.89	0.89	
	- Missed Appointments	0.45	0.45	0.45	0.45	
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.89	0.89	0.89	0.89	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	28.33	30.78	28.33	30.78	
Productivity Factor	1.41	1.30	1.41	1.30		
Primary Staff Cost After Productivity Adj. per Billable Hr.		\$36.48	\$33.63	\$36.48	\$33.63	
Direct Support Staff Wages and Benefits - Additional Staff	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03	
	- Missed Appointments	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	30.37	32.84	30.37	32.84	
	Productivity Factor	1.32	1.22	1.32	1.22	
	Staff Cost After Productivity Adj. per Billable Hour	\$23.56	\$21.78	\$23.56	\$21.78	
	Number of Additional Staff	1	1	2	2	
Addl. Staff Cost After Productivity Adj. per Billable Hr.		\$23.56	\$21.78	\$47.12	\$43.56	
Mileage	- Number of Miles Traveled per Week	280	112	280	112	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$149.80	\$59.92	\$149.80	\$59.92	
	Mileage Cost per Billable Hour (for Primary Staff)	\$5.29	\$1.95	\$5.29	\$1.95	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.65	\$2.44	\$2.65	\$2.44	
	Cost per Billable Hour Before Administration	\$67.98	\$59.80	\$91.54	\$81.58	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	Administration Cost per Billable Hour	\$7.55	\$6.64	\$10.17	\$9.06	
	Cost per Billable Hour Before General Excise Tax	\$75.53	\$66.44	\$101.71	\$90.64	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	
General Excise Tax Cost per Billable Hour		\$3.15	\$3.13	\$4.24	\$4.27	
Total Cost per Billable Hour		\$78.68	\$69.57	\$105.95	\$94.91	
Rate per 15 Minutes		\$19.67	\$17.39	\$26.49	\$23.73	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Community Learning Service, 1:1, Consumer-Directed

		Minimum Wage		Assumed Agency Wage		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	12.7%	12.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$15.32	\$15.32	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Attending ISP Meetings	0.22	0.22	0.22	0.22	
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	
	- Training	0.62	0.62	0.62	0.62	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	35.17	35.17	35.17	35.17	
Productivity Factor	1.14	1.14	1.14	1.14		
Staff Cost After Productivity Adj. per Billable Hour		\$13.49	\$13.49	\$17.46	\$17.46	
Mileage	- Number of Miles Traveled per Week	100	40	100	40	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$53.50	\$21.40	\$53.50	\$21.40	
	Mileage Cost per Billable Hour	\$1.52	\$0.61	\$1.52	\$0.61	
Cost per Billable Hour Before Employer Taxes (Wage Range)		\$15.01	\$14.10	\$18.98	\$18.07	
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%	
	Hourly Cost of Employer Taxes	\$1.55	\$1.45	\$1.94	\$1.84	
Total Cost per Billable Hour		\$16.56	\$15.55	\$20.92	\$19.91	
Rate per 15 Minutes		\$4.14	\$3.89	\$5.23	\$4.98	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Community Learning Service, Consumer-Directed, Groups of 2

		Minimum Wage		Assumed Agency Wage		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	12.7%	12.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$15.32	\$15.32	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Attending ISP Meetings	0.45	0.45	0.45	0.45	
	- Recordkeeping and Reporting	0.67	0.67	0.67	0.67	
	- Training	0.62	0.62	0.62	0.62	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	34.72	34.72	34.72	34.72	
Productivity Factor	1.15	1.15	1.15	1.15		
Staff Cost After Productivity Adj. per Billable Hour		\$13.60	\$13.60	\$17.62	\$17.62	
Mileage	- Number of Miles Traveled per Week	100	40	100	40	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$53.50	\$21.40	\$53.50	\$21.40	
	Mileage Cost per Billable Hour	\$1.54	\$0.62	\$1.54	\$0.62	
Cost per Billable Hour Before Employer Taxes (Wage Range)		\$15.14	\$14.22	\$19.16	\$18.24	
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%	
	Hourly Cost of Employer Taxes	\$1.56	\$1.46	\$1.95	\$1.86	
Total Cost per Billable Hour		\$16.70	\$15.68	\$21.11	\$20.10	
- Number of Participants		2	2	2	2	
Rate per 15 Minutes		\$2.09	\$1.96	\$2.64	\$2.51	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Discovery and Career Planning

		Big Island	Other Islands	
	Unit of Service	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.28	\$23.28	
	- Employee Benefit Rate (as a percent of wages)	23.0%	23.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.64	\$28.64	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	4.46	2.01	
	- Program Development	1.34	1.34	
	- Attending ISP Meetings	0.22	0.22	
	- Recordkeeping and Reporting	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.67	0.67	
	- Training	0.77	0.77	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	28.55	31.00	
	Productivity Adjustment	1.40	1.29	
	Staff Cost After Productivity Adj. per Billable Hour	\$40.10	\$36.95	
Mileage	- Number of Miles Traveled per Week	280	112	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$149.80	\$59.92	
	Mileage Cost per Billable Hour	\$5.25	\$1.93	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.63	\$2.42	
	Cost per Billable Hour Before Administration	\$47.98	\$41.30	
	- Administration Percent	10.0%	10.0%	
	Administrative Cost per Billable Hour	\$5.33	\$4.59	
	Cost per Billable Hour Before General Excise Tax	\$53.31	\$45.89	
- General Excise Tax Rate	4.0%	4.5%		
	General Excise Tax Cost per Billable Hour	\$2.22	\$2.16	
	Rate per Hour	\$55.53	\$48.05	
	Rate per 15 Minutes	\$13.88	\$12.01	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Benefits Planning

		Big Island	Other Islands	
	Unit of Service	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$25.58	\$25.58	
	- Employee Benefit Rate (as a percent of wages)	21.8%	21.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.16	\$31.16	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	2.21	1.10	
	- Program Development	1.32	1.32	
	- Missed Appointments	0.44	0.44	
	- Recordkeeping and Reporting	2.21	2.21	
	- Employer and One-on-One Supervision Time	0.66	0.66	
	- Training	1.15	1.15	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	28.47	29.58	
	Productivity Adjustment	1.40	1.35	
	Staff Cost After Productivity Adj. per Billable Hour	\$43.62	\$42.07	
Mileage	- Number of Miles Traveled per Week	90	36	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$48.15	\$19.26	
	Mileage Cost per Billable Hour	\$1.69	\$0.65	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.63	\$2.54	
	Cost per Billable Hour Before Administration	\$47.94	\$45.26	
	- Administration Percent	10.0%	10.0%	
	Administrative Cost per Billable Hour	\$5.33	\$5.03	
	Cost per Billable Hour Before General Excise Tax	\$53.27	\$50.29	
- General Excise Tax Rate	4.0%	4.5%		
	General Excise Tax Cost per Billable Hour	\$2.22	\$2.37	
	Rate per Hour	\$55.49	\$52.66	
	Rate per 15 Minutes	\$13.87	\$13.17	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Individual Employment Supports

		Job Development		Job Coaching		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.28	\$23.28	\$20.99	\$20.99	
	- Employee Benefit Rate (as a percent of wages)	23.0%	23.0%	24.4%	24.4%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.64	\$28.64	\$26.11	\$26.11	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	2.23	1.12	4.46	2.01	
	- Program Development	1.78	1.78	-	-	
	- Attending ISP Meetings	0.22	0.22	0.22	0.22	
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	30.34	31.45	29.89	32.34	
	Productivity Adjustment	1.32	1.27	1.34	1.24	
Staff Cost After Productivity Adj. per Billable Hour		\$37.80	\$36.37	\$34.99	\$32.38	
Mileage	- Number of Miles Traveled per Week	90	36	280	112	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$48.15	\$19.26	\$149.80	\$59.92	
	Mileage Cost per Billable Hour	\$1.59	\$0.61	\$5.01	\$1.85	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.47	\$2.38	\$2.51	\$2.32	
	Cost per Billable Hour Before Administration	\$41.86	\$39.36	\$42.51	\$36.55	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	Administrative Cost per Billable Hour	\$4.65	\$4.37	\$4.72	\$4.06	
	Cost per Billable Hour Before General Excise Tax	\$46.51	\$43.73	\$47.23	\$40.61	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	
General Excise Tax Cost per Billable Hour		\$1.94	\$2.06	\$1.97	\$1.91	
Total Cost per Billable Hour		\$48.45	\$45.79	\$49.20	\$42.52	
Rate per 15 Minutes		\$12.11	\$11.45	\$12.30	\$10.63	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Respite, Hourly, 1:1

		Big Island	Other Islands	
	Unit of Service	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.61	\$10.61	
	- Employee Benefit Rate (as a percent of wages)	36.7%	36.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$14.50	\$14.50	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	1.13	0.54	
	- Recordkeeping and Reporting	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.68	0.68	
	- Training	0.46	0.46	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	33.74	34.33	
	Productivity Factor	1.19	1.17	
	Staff Cost After Productivity Adj. per Billable Hour	\$17.26	\$16.97	
Mileage	- Number of Miles Traveled per Week	45	18	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$24.08	\$9.63	
	Mileage Cost per Billable Hour	\$0.71	\$0.28	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.22	\$2.18	
	Cost per Billable Hour (Day) Before Admin. and Support	\$20.19	\$19.43	
	- Administration Percent	10.0%	10.0%	
	Administrative Cost per Billable Hour	\$2.24	\$2.16	
	Cost per Billable Hour Before General Excise Tax	\$22.43	\$21.59	
	- General Excise Tax Rate	4.0%	4.5%	
General Excise Tax Cost per Billable Hour	\$0.93	\$1.02		
Total Cost per Billable Hour		\$23.36	\$22.61	
Rate per Participant per 15 Minutes		\$5.84	\$5.65	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Respite, Hourly, Groups

		1:2		1:3		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.61	\$10.61	\$10.61	\$10.61	
	- Employee Benefit Rate (as a percent of wages)	36.7%	36.7%	36.7%	36.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$14.50	\$14.50	\$14.50	\$14.50	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	1.13	0.54	1.13	0.54	
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	33.74	34.33	33.74	34.33	
	Productivity Factor	1.19	1.17	1.19	1.17	
	Staff Cost After Productivity Adj. per Billable Hour	\$17.26	\$16.97	\$17.26	\$16.97	
	Mileage	- Number of Miles Traveled per Week	45	18	45	18
- Amount per Mile		\$0.535	\$0.535	\$0.535	\$0.535	
Weekly Mileage Cost		\$24.08	\$9.63	\$24.08	\$9.63	
Mileage Cost per Billable Hour		\$0.71	\$0.28	\$0.71	\$0.28	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$30.00	\$30.00	\$45.00	\$45.00	
	Program Support Cost per Billable Hour	\$4.45	\$4.37	\$6.67	\$6.55	
	Cost per Billable Hour (Day) Before Admin. and Support	\$22.42	\$21.62	\$24.64	\$23.80	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	Administrative Cost per Billable Hour	\$2.49	\$2.40	\$2.74	\$2.64	
	Cost per Billable Hour Before General Excise Tax	\$24.91	\$24.02	\$27.38	\$26.44	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	
General Excise Tax Cost per Billable Hour	\$1.04	\$1.13	\$1.14	\$1.25		
Total Cost per Billable Hour	\$25.95	\$25.15	\$28.52	\$27.69		
- Number of Participants	2	2	3	3		
Rate per Participant per 15 Minutes	\$3.24	\$3.14	\$2.38	\$2.31		

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Respite, Hourly, Consumer-Directed, 1:1

		Minimum Wage		Assumed Agency Wage		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$10.61	\$10.61	
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	16.3%	16.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$12.34	\$12.34	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	35.55	35.55	35.55	35.55	
	Productivity Factor	1.13	1.13	1.13	1.13	
Staff Cost After Productivity Adj. per Billable Hour		\$13.37	\$13.37	\$13.94	\$13.94	
Cost per Billable Hour Before Employer Taxes (Wage Range)		\$13.37	\$13.37	\$13.94	\$13.94	
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.3%	10.3%	
	Hourly Cost of Employer Taxes	\$1.38	\$1.38	\$1.44	\$1.44	
Total Cost per Billable Hour		\$14.75	\$14.75	\$15.38	\$15.38	
Rate per 15 Minutes		\$3.69	\$3.69	\$3.85	\$3.85	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Respite, Hourly, Consumer-Directed, Groups of 2

		Minimum Wage		Assumed Agency Wage		
		Big Island	Other Islands	Big Island	Other Islands	
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$10.61	\$10.61	
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	16.3%	16.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$12.34	\$12.34	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	35.32	35.32	35.32	35.32	
	Productivity Factor	1.13	1.13	1.13	1.13	
	Staff Cost After Productivity Adj. per Billable Hour	\$13.37	\$13.37	\$13.94	\$13.94	
	Cost per Billable Hour Before Employer Taxes (Wage Range)	\$13.37	\$13.37	\$13.94	\$13.94	
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.3%	10.3%	
	Hourly Cost of Employer Taxes	\$1.38	\$1.38	\$1.44	\$1.44	
	Total Cost per Billable Hour	\$14.75	\$14.75	\$15.38	\$15.38	
	- Number of Participants	2	2	2	2	
	Rate per Participant per 15 Minutes	\$1.84	\$1.84	\$1.92	\$1.92	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Chore

		Big Island	Other Islands	
	Unit of Service	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$12.02	\$12.02	
	- Employee Benefit Rate (as a percent of wages)	33.8%	33.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.08	\$16.08	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	3.39	1.58	
	- Missed Appointments	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.45	0.45	
	- Training	0.31	0.31	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	31.86	33.67	
Productivity Adjustment	1.26	1.19		
	Staff Cost After Productivity Adj. per Billable Hour	\$20.26	\$19.14	
Mileage	- Number of Miles Traveled per Week	135	54	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$72.23	\$28.89	
	Mileage Cost per Billable Hour	\$2.27	\$0.86	
Administration and Taxes	Cost per Billable Hour Before Administration	\$22.53	\$20.00	
	- Administration Percent	10.0%	10.0%	
	Administrative Cost per Billable Hour	\$2.50	\$2.22	
	Cost per Billable Hour Before General Excise Tax	\$25.03	\$22.22	
	- General Excise Tax Rate	4.0%	4.5%	
	General Excise Tax Cost per Billable Hour	\$1.04	\$1.05	
	Total Cost per Billable Hour	\$26.07	\$23.27	
	Rate per 15 Minutes	\$6.52	\$5.82	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Chore, Consumer-Directed

		Minimum Wage		Assumed Agency Wage		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$12.02	\$12.02	
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	14.4%	14.4%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$13.75	\$13.75	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	
	- Training	0.31	0.31	0.31	0.31	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	35.70	35.70	35.70	35.70	
	Productivity Factor	1.12	1.12	1.12	1.12	
Staff Cost After Productivity Adj. per Billable Hour		\$13.25	\$13.25	\$15.40	\$15.40	
Cost per Billable Hour Before Employer Taxes (Wage Range)		\$13.25	\$13.25	\$15.40	\$15.40	
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%	
	Hourly Cost of Employer Taxes	\$1.36	\$1.36	\$1.57	\$1.57	
Total Cost per Billable Hour		\$14.61	\$14.61	\$16.97	\$16.97	
Rate per 15 Minutes		\$3.65	\$3.65	\$4.24	\$4.24	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Non-Medical Transportation

		Big Island	Other Islands	
Unit of Service		Mile	Mile	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.61	\$10.61	
	- Employee Benefit Rate (as a percent of wages)	36.7%	36.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$14.50	\$14.50	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	10.80	5.85	
	- Recordkeeping and Reporting	1.13	1.13	
	- Employer and One-on-One Supervision Time	0.68	0.68	
	- Training	0.46	0.46	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	23.39	28.34	
	Productivity Factor	1.71	1.41	
Weekly Staff Cost	\$579.96	\$579.41		
Mileage	- Number of Miles Traveled per Week	1,350	1,200	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$722.25	\$642.00	
	- Number of Billable Miles per Week	935	1,000	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Week (5 days)	\$75.00	\$75.00	
	Cost per Week Before Administration	\$1,377.21	\$1,296.41	
	- Administration Percent	10.0%	10.0%	
	Administrative Cost per Week	\$153.02	\$144.05	
	Cost per Week Before General Excise Tax	\$1,530.23	\$1,440.46	
	- General Excise Tax Rate	4.0%	4.5%	
General Excise Tax Cost per Week	\$63.76	\$67.88		
Total Cost per Week	\$1,593.99	\$1,508.34		
Total Rate per Mile	\$1.70	\$1.51		

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Non-Medical Transportation, Consumer-Directed

		Big Island	Other Islands	
Unit of Service		Mile	Mile	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.61	\$10.61	
	- Employee Benefit Rate (as a percent of wages)	16.3%	16.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$12.34	\$12.34	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	0.45	0.45	
	- Training	0.46	0.46	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	35.55	35.55	
	Productivity Factor	1.13	1.13	
Weekly Staff Cost		\$495.72	\$495.72	
Mileage	- Number of Miles Traveled per Week	1,350	1,200	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$722.25	\$642.00	
	- Number of Billable Miles per Week	935	1,000	
Total Cost per Week		\$1,217.97	\$1,137.72	
Total Rate per Mile		\$1.30	\$1.14	

**Final Rate Models for IDD Waiver Services
prepared for Developmental Disabilities Division**

Skilled Nursing, Registered Nurse

		1:1		1:2		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$44.37	\$44.37	\$44.37	\$44.37	
	- Employee Benefit Rate (as a percent of wages)	16.6%	16.6%	16.6%	16.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$51.74	\$51.74	\$51.74	\$51.74	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	6.75	3.15	6.75	3.15	
	- Collateral Contacts	1.13	1.13	1.58	1.58	
	- Missed Appointments	0.45	0.45	-	-	
	- Recordkeeping and Reporting	1.13	1.13	1.58	1.58	
	- Employer and One-on-One Supervision Time	0.45	0.45	0.45	0.45	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	26.09	29.69	25.64	29.24	
	Productivity Adjustment	1.53	1.35	1.56	1.37	
Staff Cost After Productivity Adj. per Billable Hour	\$79.16	\$69.85	\$80.71	\$70.88		
Mileage	- Number of Miles Traveled per Week	275	110	275	110	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$147.13	\$58.85	\$147.13	\$58.85	
	Mileage Cost per Billable Hour	\$5.64	\$1.98	\$5.74	\$2.01	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$30.00	\$30.00	
	Program Support Cost per Billable Hour	\$2.87	\$2.53	\$5.85	\$5.13	
	Cost per Billable Hour Before Administration	\$87.67	\$74.36	\$92.30	\$78.02	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	Administrative Cost per Billable Hour	\$9.74	\$8.26	\$10.26	\$8.67	
	Cost per Billable Hour Before General Excise Tax	\$97.41	\$82.62	\$102.56	\$86.69	
- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%		
General Excise Tax Cost per Billable Hour	\$4.06	\$3.89	\$4.27	\$4.08		
Total Cost per Billable Hour	\$101.47	\$86.51	\$106.83	\$90.77		
- Number of Participants	1	1	2	2		
Rate per 15 Minutes	\$25.37	\$21.63	\$13.35	\$11.35		

**Final Rate Models for IDD Waiver Services
prepared for Developmental Disabilities Division**

Skilled Nursing, Licensed Practical Nurse

		1:1		1:2		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$22.30	\$22.30	\$22.30	\$22.30	
	- Employee Benefit Rate (as a percent of wages)	23.6%	23.6%	23.6%	23.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.56	\$27.56	\$27.56	\$27.56	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	6.75	3.15	6.75	3.15	
	- Collateral Contacts	1.13	1.13	1.58	1.58	
	- Missed Appointments	0.45	0.45	-	-	
	- Recordkeeping and Reporting	1.13	1.13	1.58	1.58	
	- Employer and One-on-One Supervision Time	1.80	1.80	1.80	1.80	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	24.74	28.34	24.29	27.89	
Productivity Adjustment	1.62	1.41	1.65	1.43		
Staff Cost After Productivity Adj. per Billable Hour	\$44.65	\$38.86	\$45.47	\$39.41		
Mileage	- Number of Miles Traveled per Week	275	110	275	110	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$147.13	\$58.85	\$147.13	\$58.85	
	Mileage Cost per Billable Hour	\$5.95	\$2.08	\$6.06	\$2.11	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$30.00	\$30.00	
	Program Support Cost per Billable Hour	\$3.03	\$2.65	\$6.18	\$5.38	
	Cost per Billable Hour Before Administration	\$53.63	\$43.59	\$57.71	\$46.90	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	Administrative Cost per Billable Hour	\$5.96	\$4.84	\$6.41	\$5.21	
	Cost per Billable Hour Before General Excise Tax	\$59.59	\$48.43	\$64.12	\$52.11	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	
General Excise Tax Cost per Billable Hour	\$2.48	\$2.28	\$2.67	\$2.46		
Total Cost per Billable Hour	\$62.07	\$50.71	\$66.79	\$54.57		
- Number of Participants	1	1	2	2		
Rate per 15 Minutes	\$15.52	\$12.68	\$8.35	\$6.82		

**Final Rate Models for IDD Waiver Services
prepared for Developmental Disabilities Division**

Training and Consultation

		Behavior Analyst/ Psychologist			Occupational, Physical, Speech Therapist			
		Big Island	Other Islands	Inter-island	Big Island	Other Islands	Inter-island	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$48.50	\$48.50	\$48.50	\$38.40	\$38.40	\$38.40	
	- Employee Benefit Rate (as a percent of wages)	16.1%	16.1%	16.1%	17.7%	17.7%	17.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$56.31	\$56.31	\$56.31	\$45.19	\$45.19	\$45.19	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	10.00	40.00	40.00	10.00	
	- Travel Time (Between Participants)	6.75	3.15	4.65	6.75	3.15	4.65	
	- Missed Appointments	0.45	0.45	-	0.45	0.45	-	
	- Recordkeeping and Reporting	1.13	1.13	0.25	1.13	1.13	0.25	
	- Employer and One-on-One Supervision Time	0.45	0.45	0.10	0.45	0.45	0.10	
	- Training	0.46	0.46	0.12	0.46	0.46	0.12	
	- Paid Time Off	3.54	3.54	0.88	3.54	3.54	0.88	
	"Billable" Hours	27.22	30.82	4.00	27.22	30.82	4.00	
Productivity Factor	1.47	1.30	2.50	1.47	1.30	2.50		
Staff Cost After Productivity Adj. per Billable Hour		\$82.78	\$73.20	\$140.78	\$66.43	\$58.75	\$112.98	
Mileage	- Number of Miles Traveled per Week	275	110		275	110		
	- Amount per Mile	\$0.535	\$0.535		\$0.535	\$0.535		
	Weekly Mileage Cost	\$147.13	\$58.85		\$147.13	\$58.85		
	Mileage Cost per Billable Hour	\$5.41	\$1.91		\$5.41	\$1.91		
Travel Costs	- Trip Cost (air and ground transportation)			\$175.00			\$175.00	
	Travel Cost per Billable Hour			\$43.75			\$43.75	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.76	\$2.43	\$18.75	\$2.76	\$2.43	\$18.75	
	Cost per Billable Hour Before Administration	\$90.95	\$77.54	\$203.28	\$74.60	\$63.09	\$175.48	
	- Administration Percent	10.0%	10.0%		10.0%	10.0%		
	Administrative Cost per Billable Hour	\$10.11	\$8.62	\$8.62	\$8.29	\$7.01	\$7.01	
	Cost per Billable Hour Before General Excise Tax	\$101.06	\$86.16	\$211.90	\$82.89	\$70.10	\$182.49	
	- General Excise Tax Rate	4.0%	4.5%	4.5%	4.0%	4.5%	4.5%	
General Excise Tax Cost per Billable Hour	\$4.21	\$4.06	\$9.98	\$3.45	\$3.30	\$8.60		
Rate per Hour		\$101.06	\$86.16	\$211.90	\$82.89	\$70.10	\$182.49	

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Training and Consultation

		Dietician			Registered Nurse			
		Big Island	Other Islands	Inter-island	Big Island	Other Islands	Inter-island	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$31.43	\$31.43	\$31.43	\$44.37	\$44.37	\$44.37	
	- Employee Benefit Rate (as a percent of wages)	19.5%	19.5%	19.5%	16.6%	16.6%	16.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.56	\$37.56	\$37.56	\$51.74	\$51.74	\$51.74	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	10.00	40.00	40.00	10.00	
	- Travel Time (Between Participants)	6.75	3.15	4.65	6.75	3.15	4.65	
	- Missed Appointments	0.45	0.45	-	0.45	0.45	-	
	- Recordkeeping and Reporting	1.13	1.13	0.25	1.13	1.13	0.25	
	- Employer and One-on-One Supervision Time	0.45	0.45	0.10	0.45	0.45	0.10	
	- Training	0.46	0.46	0.12	0.46	0.46	0.12	
- Paid Time Off	3.54	3.54	0.88	3.54	3.54	0.88		
"Billable" Hours	27.22	30.82	4.00	27.22	30.82	4.00		
Productivity Factor	1.47	1.30	2.50	1.47	1.30	2.50		
Staff Cost After Productivity Adj. per Billable Hour		\$55.21	\$48.83	\$93.90	\$76.06	\$67.26	\$129.35	
Mileage	- Number of Miles Traveled per Week	275	110		275	110		
	- Amount per Mile	\$0.535	\$0.535		\$0.535	\$0.535		
	Weekly Mileage Cost	\$147.13	\$58.85		\$147.13	\$58.85		
	Mileage Cost per Billable Hour	\$5.41	\$1.91		\$5.41	\$1.91		
Travel Costs	- Trip Cost (air and ground transportation)			\$175.00			\$175.00	
	Travel Cost per Billable Hour			\$43.75			\$43.75	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.76	\$2.43	\$18.75	\$2.76	\$2.43	\$18.75	
	Cost per Billable Hour Before Administration	\$63.38	\$53.17	\$156.40	\$84.23	\$71.60	\$191.85	
	- Administration Percent	10.0%	10.0%		10.0%	10.0%		
	Administrative Cost per Billable Hour	\$7.04	\$5.91	\$5.91	\$9.36	\$7.96	\$7.96	
	Cost per Billable Hour Before General Excise Tax	\$70.42	\$59.08	\$162.31	\$93.59	\$79.56	\$199.81	
- General Excise Tax Rate	4.0%	4.5%	4.5%	4.0%	4.5%	4.5%		
General Excise Tax Cost per Billable Hour		\$2.93	\$2.78	\$7.65	\$3.90	\$3.75	\$9.42	
Rate per Hour		\$70.42	\$59.08	\$162.31	\$93.59	\$79.56	\$199.81	

**Final Rate Models for IDD Waiver Services
prepared for Developmental Disabilities Division**

Training and Consultation

		LCSW/ LMHC/ LMFT			
		Big Island	Other Islands	Inter-island	
	Unit of Service	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.41	\$23.41	\$23.41	
	- Employee Benefit Rate (as a percent of wages)	22.9%	22.9%	22.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.77	\$28.77	\$28.77	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	10.00	
	- Travel Time (Between Participants)	6.75	3.15	4.65	
	- Missed Appointments	0.45	0.45	-	
	- Recordkeeping and Reporting	1.13	1.13	0.25	
	- Employer and One-on-One Supervision Time	0.45	0.45	0.10	
	- Training	0.46	0.46	0.12	
	- Paid Time Off	3.54	3.54	0.88	
	"Billable" Hours	27.22	30.82	4.00	
	Productivity Factor	1.47	1.30	2.50	
	Staff Cost After Productivity Adj. per Billable Hour	\$42.29	\$37.40	\$71.93	
Mileage	- Number of Miles Traveled per Week	275	110		
	- Amount per Mile	\$0.535	\$0.535		
	Weekly Mileage Cost	\$147.13	\$58.85		
	Mileage Cost per Billable Hour	\$5.41	\$1.91		
Travel Costs	- Trip Cost (air and ground transportation)			\$175.00	
	Travel Cost per Billable Hour			\$43.75	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.76	\$2.43	\$18.75	
	Cost per Billable Hour Before Administration	\$50.46	\$41.74	\$134.43	
	- Administration Percent	10.0%	10.0%		
	Administrative Cost per Billable Hour	\$5.61	\$4.64	\$4.64	
	Cost per Billable Hour Before General Excise Tax	\$56.07	\$46.38	\$139.07	
	- General Excise Tax Rate	4.0%	4.5%	4.5%	
	General Excise Tax Cost per Billable Hour	\$2.34	\$2.19	\$6.55	
	Rate per Hour	\$56.07	\$46.38	\$139.07	

Rate Study for HCB Services for People with
Intellectual and Developmental Disabilities Waiver
(I/DD Waiver)

Appendices to Final Rate Models

- prepared for -

Developmental Disabilities Division
Hawaii State Department of Health

- prepared by -

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**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

**Appendix A: Wage Assumptions
Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements
Data Extracted from Bureau of Labor Statistics, May 2015 Data**

BLS Code and Title	Bureau of Labor Statistics Wages					Other BLS Information		
	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	Typical Education	Related Experience	Typical on-the-job training
11-9151 Social and community service mgrs.	\$19.41	\$22.60	\$28.38	\$35.85	\$44.48	Bachelor's	5+ years	None
19-3031 Clinical/ couns./ school psychologists	\$21.27	\$25.16	\$33.08	\$48.50	\$61.28	Doctoral/ prof.	None	Intern/residency
21-1012 Educational/ voc./ school counselors	\$16.12	\$20.06	\$25.58	\$30.06	\$36.05	Master's	None	None
21-1014 Mental health counselors	\$12.55	\$14.18	\$18.61	\$28.50	\$37.02	Master's	None	Intern/residency
21-1015 Rehabilitation counselors	\$12.81	\$14.08	\$16.39	\$18.68	\$23.27	Master's	None	None
21-1021 Child/ family/ school social workers	\$16.13	\$20.45	\$25.12	\$30.12	\$36.25	Bachelor's	None	None
21-1022 Healthcare social workers	\$16.41	\$22.30	\$29.08	\$35.27	\$39.09	Master's	None	None
21-1023 Mental health/ sub. abuse social work	\$16.16	\$20.11	\$23.41	\$30.39	\$40.25	Bachelor's	None	None
21-1093 Social and human service assistants	\$9.94	\$12.64	\$15.93	\$19.07	\$22.89	High school	None	Short-term OTJ
21-1094 Community health workers	\$11.83	\$13.20	\$15.82	\$20.47	\$30.33	High school	None	Short-term OTJ
25-2051 Special education teachers, preschool	<i>No wage data reported for category</i>					Bachelor's	None	Intern/residency
25-2052 Special ed. teachers, kinder. & elem.	\$19.51	\$27.97	\$33.18	\$39.82	\$44.90	Bachelor's	None	Intern/residency
25-2053 Special ed. teachers, middle school	<i>No wage data reported for category</i>					Bachelor's	None	Intern/residency
25-2054 Special ed. teachers, secondary school	\$28.27	\$32.03	\$37.63	\$42.67	\$49.66	Bachelor's	None	Intern/residency
25-9041 Teacher assistants	\$13.70	\$17.24	\$19.44	\$21.47	\$25.17	Some college	None	None
29-1031 Dietitians and nutritionists	\$21.92	\$26.34	\$31.43	\$35.98	\$38.78	Bachelor's	None	Intern/residency
29-1066 Psychiatrists	\$25.41	\$28.20	\$66.20	<i>No wage data</i>		Doctoral/ prof.	None	Intern/residency
29-1122 Occupational therapists	\$29.62	\$33.39	\$38.55	\$43.15	\$46.41	Master's	None	None
29-1123 Physical therapists	\$29.40	\$35.24	\$40.69	\$45.47	\$48.93	Doctoral/ prof.	None	None
29-1127 Speech-language pathologists	\$26.75	\$31.27	\$35.88	\$40.32	\$45.70	Master's	None	None
29-1141 Registered nurses	\$30.46	\$37.11	\$44.37	\$51.10	\$57.39	Bachelor's	None	None
29-2053 Psychiatric technicians	<i>No wage data reported for category</i>					Nondegree	Under 5 Yrs.	Short-term OTJ
29-2061 Lic. practical/ lic. vocational nurses	\$17.84	\$20.06	\$22.30	\$25.17	\$28.57	Nondegree	None	None
31-1011 Home health aides	\$8.46	\$9.83	\$12.72	\$14.70	\$17.44	None	None	Short-term OTJ
31-1013 Psychiatric aides	\$15.30	\$16.11	\$17.46	\$18.80	\$21.75	High school	None	Short-term OTJ
31-1014 Nursing assistants	\$10.66	\$12.68	\$14.62	\$17.19	\$18.78	Nondegree	None	None
31-1015 Orderlies	\$14.15	\$16.02	\$17.85	\$20.24	\$22.60	High school	None	Short-term OTJ
31-2011 Occupational therapist assistants	\$20.59	\$22.69	\$25.37	\$28.10	\$29.74	Associate's	None	None
31-2021 Physical therapist assistants	\$10.33	\$11.56	\$18.90	\$24.02	\$28.39	Associate's	None	None
31-2022 Physical therapist aides	\$8.19	\$8.85	\$12.54	\$16.20	\$18.61	High school	None	Short-term OTJ
31-9092 Medical assistants	\$11.07	\$13.14	\$16.17	\$19.38	\$22.28	Nondegree	None	None
37-2011 Janitors/ cleaners, except 37-2012	\$8.26	\$9.02	\$12.02	\$16.58	\$18.38	None	None	Short-term OTJ
37-2012 Maids and housekeeping cleaners	\$12.16	\$15.14	\$17.07	\$19.03	\$21.98	None	None	Short-term OTJ
39-9021 Personal care aides	\$8.23	\$8.96	\$10.61	\$12.86	\$14.84	None	None	Short-term OTJ
39-9032 Recreation workers	\$9.85	\$12.26	\$15.58	\$19.86	\$23.91	High school	None	Short-term OTJ
39-9041 Residential advisers	\$8.21	\$8.89	\$12.22	\$15.71	\$22.05	High school	None	Short-term OTJ

* Hourly wage data for 25-2052, 25-2053 & 25-2054 calculated using reported Annual wages and 180 days (1,440 hours) of work annually

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

**Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

BLS Code and Title	Personal Assistance/ Habilitation	Residential Habilitation	Residential Habilitation - Therapeutic Living Program	Adult Day Health	Community Learning Service	Registered Behavior Technician, Multiple Services	Discovery and Career Planning	Benefits Planning	Individual Employment Supports, Job Development	Individual Employment Supports, Job Coaching
11-9151 Social and community service mgrs.										
19-3031 Clinical/ couns./ school psychologists										
21-1012 Educational/ voc./ school counselors							75%	100%	75%	50%
21-1014 Mental health counselors										
21-1015 Rehabilitation counselors							25%		25%	50%
21-1021 Child/ family/ school social workers										
21-1022 Healthcare social workers										
21-1023 Mental health/ sub. abuse social work										
21-1093 Social and human service assistants										
21-1094 Community health workers										
25-2051 Special education teachers, preschool										
25-2052 Special ed. teachers, kinder. & elem.										
25-2053 Special ed. teachers, middle school										
25-2054 Special ed. teachers, secondary school										
25-9041 Teacher assistants										
29-1031 Dietitians and nutritionists										
29-1066 Psychiatrists										
29-1122 Occupational therapists										
29-1123 Physical therapists										
29-1127 Speech-language pathologists										
29-1141 Registered nurses										
29-2053 Psychiatric technicians										
29-2061 Lic. practical/ lic. vocational nurses										
31-1011 Home health aides	25%	10%		25%	25%					
31-1013 Psychiatric aides	25%	10%	50%	25%	25%	100%				
31-1014 Nursing assistants										
31-1015 Orderlies										
31-2011 Occupational therapist assistants										
31-2021 Physical therapist assistants										
31-2022 Physical therapist aides										
31-9092 Medical assistants										
37-2011 Janitors/ cleaners, except 37-2012										
37-2012 Maids and housekeeping cleaners										
39-9021 Personal care aides	35%	50%	30%	35%	35%					
39-9032 Recreation workers	15%	10%	10%	15%	15%					
39-9041 Residential advisers		20%	10%							
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

**Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

BLS Code and Title		Respite	Chore	Non-Medical Transportation	Skilled Nursing, Registered Nurse (RN)	Skilled Nursing, Lic. Prac. Nurse (LPN)	Training and Consultation, Behavioral Analyst/ Psychologist	Training and Consultation, Therapist (OT/PT/SLP)	Training and Consultation, Dietician	Training and Consultation, Registered Nurse	Training and Consultation, LCSW/ LMHC/ LMFT
11-9151	Social and community service mgrs.										
19-3031	Clinical/ couns./ school psychologists						100%				
21-1012	Educational/ voc./ school counselors										
21-1014	Mental health counselors										
21-1015	Rehabilitation counselors										
21-1021	Child/ family/ school social workers										
21-1022	Healthcare social workers										
21-1023	Mental health/ sub. abuse social work										100%
21-1093	Social and human service assistants										
21-1094	Community health workers										
25-2051	Special education teachers, preschool										
25-2052	Special ed. teachers, kinder. & elem.										
25-2053	Special ed. teachers, middle school										
25-2054	Special ed. teachers, secondary school										
25-9041	Teacher assistants										
29-1031	Dietitians and nutritionists							100%			
29-1066	Psychiatrists										
29-1122	Occupational therapists						33%				
29-1123	Physical therapists						34%				
29-1127	Speech-language pathologists						33%				
29-1141	Registered nurses				100%				100%		
29-2053	Psychiatric technicians										
29-2061	Lic. practical/ lic. vocational nurses					100%					
31-1011	Home health aides										
31-1013	Psychiatric aides										
31-1014	Nursing assistants										
31-1015	Orderlies										
31-2011	Occupational therapist assistants										
31-2021	Physical therapist assistants										
31-2022	Physical therapist aides										
31-9092	Medical assistants										
37-2011	Janitors/ cleaners, except 37-2012		100%								
37-2012	Maids and housekeeping cleaners										
39-9021	Personal care aides	100%		100%							
39-9032	Recreation workers										
39-9041	Residential advisers										
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

**Appendix A: Wage Assumptions
Comparison of Wages from Provider Survey and BLS
(Using Job Requirement Assumptions)¹**

Personal Assistance/ Habilitation	Residential Habilitation	Residential Habilitation - Therapeutic Living Program	Adult Day Health	Community Learning Service	Registered Behavior Technician, Multiple Services	Discovery and Career Planning	Benefits Planning	Individual Employment Supports, Job Development	Individual Employment Supports, Job Coaching
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Bureau of Labor Statistics

10th Percentile	\$10.30	\$9.12	\$11.93	\$10.30	\$10.30	\$15.30	\$15.29	\$16.12	\$15.29	\$14.47
25th Percentile	\$11.46	\$10.08	\$12.86	\$11.46	\$11.46	\$16.11	\$18.57	\$20.06	\$18.57	\$17.07
50th Percentile (Median)	\$13.60	\$12.33	\$14.69	\$13.60	\$13.60	\$17.46	\$23.28	\$25.58	\$23.28	\$20.99
75th Percentile	\$15.86	\$14.91	\$16.82	\$15.86	\$15.86	\$18.80	\$27.22	\$30.06	\$27.22	\$24.37
90th Percentile	\$18.58	\$18.14	\$19.92	\$18.58	\$18.58	\$21.75	\$32.86	\$36.05	\$32.86	\$29.66

¹Wage assumptions in the rate models are set at the median with the following exceptions:
 -The wage for behavior analysts is set at the 75th percentile
 -The median wage psychiatric aides used for RBTs has been increased by approximately 19 percent to estimate the cost of psychiatric technicians based on the national difference between the two occupations (since the technician wage was not published for Hawaii)

Provider Survey (employees excl. supervisors)

Services w/o Tiers

Respondents										1
Min										\$10.30
Max										\$10.30
Median										\$10.30
Wt. Avg. no outliers										\$10.30

Tier 1 Services

Respondents	9	3		7						
Min	\$8.06	\$9.29		\$9.00						
Max	\$80.00	\$17.84		\$24.40						
Median	\$13.00	\$13.00		\$12.49						
Wt. Avg. no outliers	\$12.75	\$12.71		\$12.26						

Tier 2 Services

Respondents	7	3		7						
Min	\$11.31	\$9.29		\$10.00						
Max	\$18.72	\$17.84		\$45.00						
Median	\$13.24	\$13.00		\$12.92						
Wt. Avg. no outliers	\$13.09	\$12.71		\$12.91						

Tier 3 Services

Respondents		1		2						
Min		\$10.56		\$17.31						
Max		\$15.86		\$17.31						
Median		\$11.72								
Wt. Avg. no outliers		\$11.73								

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

**Appendix A: Wage Assumptions
Comparison of Wages from Provider Survey and BLS
(Using Job Requirement Assumptions)¹**

Respite	Chore	Non-Medical Transportation	Skilled Nursing, Registered Nurse (RN)	Skilled Nursing, Lic. Prac. Nurse (LPN)	Training and Consultation, Behavioral Analyst/ Psychologist	Training and Consultation, Therapy (OT/PT/SLP)	Training and Consultation, Dietician	Training and Consultation, Registered Nurse	Training and Consultation, LCSW/LMHC/LMFT
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Bureau of Labor Statistics

10th Percentile	\$8.23	\$8.26	\$8.23	\$30.46	\$17.84	\$21.27	\$28.60	\$21.92	\$30.46	\$16.16
25th Percentile	\$8.96	\$9.02	\$8.96	\$37.11	\$20.06	\$25.16	\$33.32	\$26.34	\$37.11	\$20.11
50th Percentile (Median)	\$10.61	\$12.02	\$10.61	\$44.37	\$22.30	\$33.08	\$38.40	\$31.43	\$44.37	\$23.41
75th Percentile	\$12.86	\$16.58	\$12.86	\$51.10	\$25.17	\$48.50	\$43.00	\$35.98	\$51.10	\$30.39
90th Percentile	\$14.84	\$18.38	\$14.84	\$57.39	\$28.57	\$61.28	\$47.03	\$38.78	\$57.39	\$40.25

¹Wage assumptions in the rate models are set at the median with the following exceptions:
 -The wage for behavior analysts is set at the 75th percentile
 -The median wage psychiatric aides used for RBTs has been increased by approximately 19 percent to estimate the cost of psychiatric technicians based on the national difference between the two occupations (since the technician wage was not published for Hawaii)

Provider Survey (employees excl. supervisors)

Services w/o Tiers

Respondents	1	1	2	3	2		
Min		\$11.31	\$10.56	\$24.02	\$11.00		
Max		\$11.31	\$14.13	\$32.55	\$13.93		
Median		\$11.31	\$12.20		\$12.15		
Wt. Avg. no outliers		\$11.31	\$12.20		\$12.15		

Tier 1 Services

Respondents							
Min							
Max							
Median							
Wt. Avg. no outliers							

Tier 2 Services

Respondents							
Min							
Max							
Median							
Wt. Avg. no outliers							

Tier 3 Services

Respondents							
Min							
Max							
Median							
Wt. Avg. no outliers							

**Final Rate Models for I/DD Waiver Services
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**Appendix B: Benefits Assumptions
Benefits Assumptions to Establish Benefit Rates**

% of Employees with Access			% of Employees Who Receive ('Participation')			Benefit Level for Participating Employees				Effective Benefit Level (Accounts for Participation)			
Provider Survey¹	BLS Data²	Rate Models	Provider Survey¹	BLS Data²	Rate Models	Provider Survey¹	BLS Data²	Rate Models	CD Rate Models	Provider Survey¹	BLS Data²	Rate Models	CD Rate Models

Employer Taxes

FICA ³	100%	-	100%	100%	-	100%	7.65%	-	7.65%	-	7.65%	7.65%	7.65%
Federal UI ⁴	100%	-	100%	100%	-	100%	0.60%	-	0.60%	-	0.60%	0.60%	0.60%
State UI ⁵	100%	-	100%	100%	-	100%	1.30%	-	2.40%	-	1.30%	2.40%	2.40%
Employ. & Train. ⁵	100%	-	100%	100%	-	100%	0.01%	-	0.01%	-	0.01%	0.01%	0.01%
Workers' Comp.	100%	-	100%	100%	-	100%	3.63%	-	2.00%	-	3.63%	2.00%	-

Paid Time Off⁶

							<i>Days per year</i>				<i>Days per year</i>			
Holidays	73%	75%	100%	73%	75%	100%	7.9	8.0	8.0	8.0	5.8	6.0	8.0	8.0
Vacation Leave		71%			71%			10.0				7.1		
Sick Leave	33%		100%	33%		100%	10.6		15.0	15.0	3.5		15.0	15.0
Sick Leave		61%			61%			7.0				4.3		
Total	-	-	-	-	-	-	18.5	25.0	23.0	23.0	9.3	17.4	23.0	23.0

Health Insurance⁷

							<i>Employer contribution per month</i>				<i>Employer contribution per month</i>			
	93%	67%	100%	49%	52%	100%	\$450.00	\$407.45	\$400.00	\$0.00	\$220.50	\$211.87	\$400.00	\$0.00

Other Benefits⁸

							<i>Employer contribution per month</i>				<i>Employer contribution per month</i>			
	69%	-	100%	20%	-	100%	\$44	-	\$50	\$300	\$8.80	-	\$50.00	\$300.00

Notes

¹Weighted averages without outliers from the provider survey for full-time staff (the survey did not ask, but it is assumed 100 percent of employees receive mandatory benefits)

²BLS' 2015 National Compensation Survey (http://www.bls.gov/ncs/ebs/benefits/2015/ownership_private.htm); data reported is for private employers in the Pacific region

³Combined Social Security tax rate of 6.20% and Medicare tax rate of 1.45%

⁴Applies to first \$7,000 in wages

⁵Applies to first \$42,200 in wages in 2016

⁶BLS data for vacation and sick leave is based on national data (means) for employees with 1-5 years of experience (mean for those with 6-10 experience is 14 days of vacation and 8 days of sick leave)

⁷In addition to BLS data, other sources were considered. According to U.S. DHHS' 2015 Medical Expenditure Panel, the average premium across all Hawaii employers was \$460.17 with an employer share of \$414.83 (Tables II.C.1 and II.C.2). According to Kaiser's review of individual health insurance plans offered through the State's health insurance exchange, the benchmark plan for a 40 year-old non-smoker in Honolulu is \$262 in 2016 (<http://kff.org/health-reform/factsheet/analysis-of-2016-premium-changes-in-the-affordable-care-acts-health-insurance-marketplaces/>)

⁸BLS provides information for a variety of other benefits that cannot be combined

**Final Rate Models for I/DD Waiver Services
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**Appendix B: Benefits Assumptions
Benefit Rates by Wage Level Based on Benefits Assumptions**

Hourly Wage	Full-Time Annual Salary	Effective Benefit Rate - Survey Results		Effective Benefit Rate - Agency Model Assumptions ^{1,2}		Effective Benefit Rate - CD Model Assumptions ^{1,2,3}		
		w/ PTO	w/o PTO	w/ PTO	w/o PTO	w/ PTO w/o Emp. Taxes	w/o PTO w/o Emp. Taxes	Employer Taxes
\$10	\$20,800	29.6%	26.0%	47.0%	38.2%	26.1%	17.3%	10.3%
\$11	\$22,880	28.4%	24.8%	44.7%	35.8%	24.6%	15.7%	10.2%
\$12	\$24,960	27.3%	23.8%	42.7%	33.9%	23.2%	14.4%	10.2%
\$13	\$27,040	26.5%	22.9%	41.0%	32.2%	22.1%	13.3%	10.2%
\$14	\$29,120	25.8%	22.2%	39.6%	30.7%	21.2%	12.4%	10.2%
\$15	\$31,200	25.1%	21.5%	38.3%	29.5%	20.4%	11.5%	10.2%
\$16	\$33,280	24.6%	21.0%	37.2%	28.4%	19.6%	10.8%	10.2%
\$17	\$35,360	24.1%	20.5%	36.3%	27.5%	19.0%	10.2%	10.2%
\$18	\$37,440	23.6%	20.1%	35.4%	26.6%	18.4%	9.6%	10.2%
\$19	\$39,520	23.2%	19.7%	34.7%	25.8%	17.9%	9.1%	10.2%
\$20	\$41,600	22.9%	19.3%	34.0%	25.1%	17.5%	8.7%	10.2%
\$21	\$43,680	22.5%	18.9%	33.3%	24.4%	17.1%	8.2%	10.1%
\$22	\$45,760	22.2%	18.6%	32.6%	23.8%	16.7%	7.9%	10.0%
\$23	\$47,840	21.8%	18.3%	32.0%	23.2%	16.3%	7.5%	9.9%
\$24	\$49,920	21.6%	18.0%	31.4%	22.6%	16.0%	7.2%	9.8%
\$25	\$52,000	21.3%	17.7%	30.9%	22.1%	15.7%	6.9%	9.7%
\$26	\$54,080	21.0%	17.5%	30.4%	21.6%	15.5%	6.7%	9.6%
\$27	\$56,160	20.8%	17.2%	30.0%	21.2%	15.2%	6.4%	9.5%
\$28	\$58,240	20.6%	17.0%	29.6%	20.7%	15.0%	6.2%	9.5%
\$29	\$60,320	20.4%	16.8%	29.2%	20.4%	14.8%	6.0%	9.4%
\$30	\$62,400	20.2%	16.6%	28.8%	20.0%	14.6%	5.8%	9.3%
\$31	\$64,480	20.0%	16.5%	28.5%	19.7%	14.4%	5.6%	9.3%
\$32	\$66,560	19.9%	16.3%	28.2%	19.4%	14.2%	5.4%	9.2%
\$33	\$68,640	19.7%	16.2%	27.9%	19.1%	14.1%	5.2%	9.2%
\$34	\$70,720	19.6%	16.0%	27.6%	18.8%	13.9%	5.1%	9.1%
\$35	\$72,800	19.4%	15.9%	27.3%	18.5%	13.8%	4.9%	9.1%
\$36	\$74,880	19.3%	15.7%	27.1%	18.3%	13.6%	4.8%	9.1%
\$37	\$76,960	19.2%	15.6%	26.9%	18.0%	13.5%	4.7%	9.0%
\$38	\$79,040	19.1%	15.5%	26.6%	17.8%	13.4%	4.6%	9.0%
\$39	\$81,120	19.0%	15.4%	26.4%	17.6%	13.3%	4.4%	9.0%
\$40	\$83,200	18.9%	15.3%	26.2%	17.4%	13.1%	4.3%	8.9%
\$41	\$85,280	18.8%	15.2%	26.0%	17.2%	13.0%	4.2%	8.9%
\$42	\$87,360	18.7%	15.1%	25.9%	17.0%	12.9%	4.1%	8.9%
\$43	\$89,440	18.6%	15.0%	25.7%	16.9%	12.8%	4.0%	8.8%
\$44	\$91,520	18.5%	14.9%	25.5%	16.7%	12.8%	3.9%	8.8%
\$45	\$93,600	18.4%	14.9%	25.4%	16.6%	12.7%	3.8%	8.8%
\$46	\$95,680	18.3%	14.8%	25.2%	16.4%	12.6%	3.8%	8.8%
\$47	\$97,760	18.3%	14.7%	25.1%	16.3%	12.5%	3.7%	8.7%
\$48	\$99,840	18.2%	14.6%	24.9%	16.1%	12.4%	3.6%	8.7%
\$49	\$101,920	18.1%	14.6%	24.8%	16.0%	12.4%	3.5%	8.7%
\$50	\$104,000	18.1%	14.5%	24.7%	15.9%	12.3%	3.5%	8.7%

¹This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are calculated to the penny

²Benefit rates in rate models exclude paid time off, which is accounted for in productivity assumptions

³The cost of benefits other than employer taxes are anticipated to be incorporated in the negotiated wage for CD staff; employer taxes are managed by the Financial Management Services contractor.

**Final Rate Models for I/DD Waiver Services
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Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Personal Assistance/ Habilitation, 1:1, Big Island	Personal Assistance/ Habilitation, 1:1, Other Islands	Personal Assistance/ Habilitation, 1:2, Big Island	Personal Assistance/ Habilitation, 1:2, Other Islands	Personal Assistance/ Habilitation, 1:3, Big Island	Personal Assistance/ Habilitation, 1:3, Other Islands	Personal Assistance/ Habilitation, 2:1, Big Island	Personal Assistance/ Habilitation, 2:1, Other Islands	Personal Assistance/ Habilitation, 3:1, Big Island	Personal Assistance/ Habilitation, 3:1, Other Islands
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**'Typical Workweek'
Without Training and PTO**

Direct services	33.00	35.75	33.00	35.75	32.50	35.25	33.00	35.75	33.00	35.75
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	0.25	0.25	0.50	0.50	0.75	0.75	0.25	0.25	0.25	0.25
Travel time (between participants)	5.00	2.25	5.00	2.25	5.00	2.25	5.00	2.25	5.00	2.25
Transporting participants	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.50	0.50	-	-	-	-	0.50	0.50	0.50	0.50
Recordkeeping and reporting	0.50	0.50	0.75	0.75	1.00	1.00	0.50	0.50	0.50	0.50
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

Workweek Adjusted for Training and PTO

Direct services	29.69	32.16	29.69	32.16	29.24	31.71	29.69	32.16	29.69	32.16
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	0.23	0.23	0.45	0.45	0.68	0.68	0.23	0.23	0.23	0.23
Travel time (between participants)	4.50	2.03	4.50	2.03	4.50	2.03	4.50	2.03	4.50	2.03
Transporting participants	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.45	0.45	-	-	-	-	0.45	0.45	0.45	0.45
Recordkeeping and reporting	0.45	0.45	0.68	0.68	0.90	0.90	0.45	0.45	0.45	0.45
Employer and one-on-one supervision time	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68
Training	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Personal Assistance/ Habilitation, 1:1, Big Island	Personal Assistance/ Habilitation, 1:1, Other Islands	Personal Assistance/ Habilitation, 1:2, Big Island	Personal Assistance/ Habilitation, 1:2, Other Islands	Personal Assistance/ Habilitation, 1:3, Big Island	Personal Assistance/ Habilitation, 1:3, Other Islands	Personal Assistance/ Habilitation, 2:1, Big Island	Personal Assistance/ Habilitation, 2:1, Other Islands	Personal Assistance/ Habilitation, 3:1, Big Island	Personal Assistance/ Habilitation, 3:1, Other Islands
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*Provider Survey (scaled to
40 hr. week)¹*

Direct services	34.90	36.60							
Performing collateral contacts ¹	-	-							
Non-participant-specific job development	-	-							
Participating in ISP meetings	0.60	0.50							
Program Development	-	-							
Travel time (between Participants)	1.20	1.10							
Transporting Participants	-	-							
Program set-up/ clean-up	-	-							
Missed appointments	0.40	0.40							
Other recordkeeping	1.50	0.60							
Employer and one-on-one supervision time	1.50	0.80							
Training (calculated)	-	-							
Other activities	-	-							
Total	40.00	40.00							

¹Weighted averages (by fiscal year 2015 revenue)

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Personal Assistance/Habilitation, Registered Behavior Technician, 1:1, Big Island	Personal Assistance/Habilitation, Registered Behavior Technician, 1:1, Other Islands	Personal Assistance/Habilitation, Registered Behavior Technician, 2:1, Big Island	Personal Assistance/Habilitation, Registered Behavior Technician, 2:1, Other Islands	Personal Assistance/Habilitation, Registered Behavior Technician, 3:1, Big Island	Personal Assistance/Habilitation, Registered Behavior Technician, 3:1, Other Islands	Personal Assistance/Habilitation, Consumer-Directed, 1:1, Big Island	Personal Assistance/Habilitation, Consumer-Directed, 1:1, Other Islands	Personal Assistance/Habilitation, Consumer-Directed, 1:2, Big Island	Personal Assistance/Habilitation, Consumer-Directed, 1:2, Other Islands
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***'Typical Workweek'
Without Training and PTO***

Direct services	32.75	35.50	32.75	35.50	32.75	35.50	39.25	39.25	38.75	38.75
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.50	0.50
Travel time (between participants)	5.00	2.25	5.00	2.25	5.00	2.25	-	-	-	-
Transporting participants	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.50	0.50	0.50	0.50	0.50	0.50	-	-	-	-
Recordkeeping and reporting	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.75	0.75
Employer and one-on-one supervision time	1.00	1.00	1.00	1.00	1.00	1.00	-	-	-	-
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

***Annual Hours for Training
and PTO***

Training	40.00	40.00	40.00	40.00	40.00	40.00	24.00	24.00	24.00	24.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

***Workweek Adjusted for
Training and PTO***

Direct services	29.22	31.67	29.22	31.67	29.22	31.67	35.32	35.32	34.87	34.87
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	0.22	0.22	0.22	0.22	0.22	0.22	0.23	0.23	0.45	0.45
Travel time (between participants)	4.46	2.01	4.46	2.01	4.46	2.01	-	-	-	-
Transporting participants	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.45	0.45	0.45	0.45	0.45	0.45	-	-	-	-
Recordkeeping and reporting	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.68	0.68
Employer and one-on-one supervision time	0.89	0.89	0.89	0.89	0.89	0.89	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.46	0.46	0.46	0.46
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Personal Assistance/Habilitation, Registered Behavior Technician, 1:1, Big Island	Personal Assistance/Habilitation, Registered Behavior Technician, 1:1, Other Islands	Personal Assistance/Habilitation, Registered Behavior Technician, 2:1, Big Island	Personal Assistance/Habilitation, Registered Behavior Technician, 2:1, Other Islands	Personal Assistance/Habilitation, Registered Behavior Technician, 3:1, Big Island	Personal Assistance/Habilitation, Registered Behavior Technician, 3:1, Other Islands	Personal Assistance/Habilitation, Consumer-Directed, 1:1, Big Island	Personal Assistance/Habilitation, Consumer-Directed, 1:1, Other Islands	Personal Assistance/Habilitation, Consumer-Directed, 1:2, Big Island	Personal Assistance/Habilitation, Consumer-Directed, 1:2, Other Islands
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*Provider Survey (scaled to
40 hr. week)¹*

Direct services									
Performing collateral contacts ¹									
Non-participant-specific job development									
Participating in ISP meetings									
Program Development									
Travel time (between Participants)									
Transporting Participants									
Program set-up/ clean-up									
Missed appointments									
Other recordkeeping									
Employer and one-on-one supervision time									
Training (calculated)									
Other activities									
Total									

¹Weighted averages (by
fiscal year 2015 revenue)

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Residential Habilitation, All Tiers, All Islands	Residential Habilitation - Therapeutic Living Program, All Islands	Additional Residential Supports, Big Island	Additional Residential Supports, Other Islands	Adult Day Health, Tier 1, Big Island	Adult Day Health, Tier 1, Other Islands	Adult Day Health, Tier 2, Big Island	Adult Day Health, Tier 2, Other Islands	Adult Day Health, Tier 3, Big Island	Adult Day Health, Tier 3, Other Islands	Adult Day Health, 1:1, Big Island	Adult Day Health, 1:1, Other Islands	Adult Day Health, Registered Behavior Technician, 1:1, Big Island	Adult Day Health, Registered Behavior Technician, 1:1, Other Islands
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**'Typical Workweek'
Without Training and PTO**

Direct services	39.25	39.25	38.00	38.65	30.50	33.50	30.75	33.75	31.00	34.00	32.25	35.25	32.00	35.00
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	-	-	-	0.50	0.50	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Travel time (between participants)	-	-	1.25	0.60	-	-	-	-	-	-	-	-	-	-
Transporting participants	-	-	-	-	5.00	2.00	5.00	2.00	5.00	2.00	5.00	2.00	5.00	2.00
Program set-up/ clean-up	-	-	-	-	2.50	2.50	2.50	2.50	2.50	2.50	1.25	1.25	1.25	1.25
Program development	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	-	-	-	-	0.75	0.75	0.75	0.75	0.50	0.50	0.50	0.50	0.50	0.50
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	1.00	1.00
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	24.00	40.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	40.00	40.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

Workweek Adjusted for Training and PTO

Direct services	35.32	35.02	34.19	34.78	27.44	30.14	27.66	30.36	27.89	30.59	29.01	31.71	28.55	31.23
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	0.45	0.45	0.23	0.23	0.23	0.23	0.23	0.23	0.22	0.22
Travel time (between participants)	-	-	1.13	0.54	-	-	-	-	-	-	-	-	-	-
Transporting participants	-	-	-	-	4.50	1.80	4.50	1.80	4.50	1.80	4.50	1.80	4.46	1.78
Program set-up/ clean-up	-	-	-	-	2.25	2.25	2.25	2.25	2.25	2.25	1.13	1.13	1.12	1.12
Program development	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	-	-	-	-	0.68	0.68	0.68	0.68	0.45	0.45	0.45	0.45	0.45	0.45
Employer and one-on-one supervision time	0.68	0.67	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.89	0.89
Training	0.46	0.77	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.77	0.77
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Residential Habilitation, All Tiers, All Islands	Residential Habilitation - Therapeutic Living Program, All Islands	Additional Residential Supports, Big Island	Additional Residential Supports, Other Islands	Adult Day Health, Tier 1, Big Island	Adult Day Health, Tier 1, Other Islands	Adult Day Health, Tier 2, Big Island	Adult Day Health, Tier 2, Other Islands	Adult Day Health, Tier 3, Big Island	Adult Day Health, Tier 3, Other Islands	Adult Day Health, 1:1, Big Island	Adult Day Health, 1:1, Other Islands	Adult Day Health, Registered Behavior Technician, 1:1, Big Island	Adult Day Health, Registered Behavior Technician, 1:1, Other Islands
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Provider Survey (scaled to 40 hr. week)¹

Direct services	39.30				31.10	33.60	31.10	33.60	31.10	33.60				
Performing 'collateral contacts'	-				-	-	-	-	-	-				
Non-participant-specific job development	-				-	-	-	-	-	-				
Participating in ISP meetings	-				-	0.30	-	0.30	-	0.30				
Program Development	-				0.30	0.20	0.30	0.20	0.30	0.20				
Travel time (between Participants)	-				-	-	-	-	-	-				
Transporting Participants	-				4.10	3.40	4.10	3.40	4.10	3.40				
Program set-up/ clean-up	-				1.20	0.50	1.20	0.50	1.20	0.50				
Missed appointments	-				-	-	-	-	-	-				
Other recordkeeping	-				2.30	1.40	2.30	1.40	2.30	1.40				
Employer and one-on-one supervision time	0.70				0.90	0.60	0.90	0.60	0.90	0.60				
Training (calculated)	-				-	-	-	-	-	-				
Other activities	-				-	-	-	-	-	-				
Total	40.00				40.00	40.00	40.00	40.00	40.00	40.00				

¹Weighted averages (by fiscal year 2015 revenue)

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Community Learning Service, Group, Tier 1, Big Island	Community Learning Service, Group, Tier 1, Other Islands	Community Learning Service, Group, Tier 2, Big Island	Community Learning Service, Group, Tier 2, Other Islands	Community Learning Service, Group, Tier 3, Big Island	Community Learning Service, Group, Tier 3, Other Islands	Community Learning Service, 1:1, Big Island	Community Learning Service, 1:1, Other Islands	Community Learning Service, 2:1, Big Island	Community Learning Service, 2:1, Other Islands	Community Learning Service, 3:1, Big Island	Community Learning Service, 3:1, Other Islands
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***'Typical Workweek'
Without Training and PTO***

Direct services	32.50	35.50	32.50	35.50	32.50	35.50	32.00	34.75	32.00	34.75	32.00	34.75
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Travel time (between participants)	-	-	-	-	-	-	5.00	2.25	5.00	2.25	5.00	2.25
Transporting participants	5.00	2.00	5.00	2.00	5.00	2.00	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-
Program development	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	0.50	0.50	0.50	0.50	0.50	0.50
Recordkeeping and reporting	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

Workweek Adjusted for Training and PTO

Direct services	29.12	31.81	29.12	31.81	29.12	31.81	28.67	31.13	28.67	31.13	28.67	31.13
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22
Travel time (between participants)	-	-	-	-	-	-	4.48	2.02	4.48	2.02	4.48	2.02
Transporting participants	4.48	1.79	4.48	1.79	4.48	1.79	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-
Program development	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	0.45	0.45	0.45	0.45	0.45	0.45
Recordkeeping and reporting	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Employer and one-on-one supervision time	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Training	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Community Learning Service, Group, Tier 1, Big Island	Community Learning Service, Group, Tier 1, Other Islands	Community Learning Service, Group, Tier 2, Big Island	Community Learning Service, Group, Tier 2, Other Islands	Community Learning Service, Group, Tier 3, Big Island	Community Learning Service, Group, Tier 3, Other Islands	Community Learning Service, 1:1, Big Island	Community Learning Service, 1:1, Other Islands	Community Learning Service, 2:1, Big Island	Community Learning Service, 2:1, Other Islands	Community Learning Service, 3:1, Big Island	Community Learning Service, 3:1, Other Islands
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Provider Survey (scaled to 40 hr. week)¹

Direct services											
Performing collateral contacts ¹											
Non-participant-specific job development											
Participating in ISP meetings											
Program Development											
Travel time (between Participants)											
Transporting Participants											
Program set-up/ clean-up											
Missed appointments											
Other recordkeeping											
Employer and one-on-one supervision time											
Training (calculated)											
Other activities											
Total											

¹Weighted averages (by fiscal year 2015 revenue)

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Community Learning Service, Registered Behavior Technician, 1:1, Big Island	Community Learning Service, Registered Behavior Technician, 1:1, Other Islands	Community Learning Service, Registered Behavior Technician, 2:1, Big Island	Community Learning Service, Registered Behavior Technician, 2:1, Other Islands	Community Learning Service, Registered Behavior Technician, 3:1, Big Island	Community Learning Service, Registered Behavior Technician, 3:1, Other Islands	Community Learning Service, 1:1, Consumer-Directed, Big Island	Community Learning Service, 1:1, Consumer-Directed, Other Islands	Community Learning Service, 1:2, Consumer-Directed, Big Island	Community Learning Service, 1:2, Consumer-Directed, Other Islands	Discovery and Career Planning, Big Island	Discovery and Career Planning, Other Islands
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***'Typical Workweek'
Without Training and PTO***

Direct services	31.75	34.50	31.75	34.50	31.75	34.50	39.25	39.25	38.75	38.75	32.00	34.75
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.50	0.50	0.25	0.25
Travel time (between participants)	5.00	2.25	5.00	2.25	5.00	2.25	-	-	-	-	5.00	2.25
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-
Program development	1.00	1.00	1.00	1.00	1.00	1.00	-	-	-	-	1.50	1.50
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.50	0.50	0.50	0.50	0.50	0.50	-	-	-	-	-	-
Recordkeeping and reporting	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.75	0.75	0.50	0.50
Employer and one-on-one supervision time	1.00	1.00	1.00	1.00	1.00	1.00	-	-	-	-	0.75	0.75
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	40.00	40.00	40.00	40.00	40.00	40.00	32.00	32.00	32.00	32.00	40.00	40.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

Workweek Adjusted for Training and PTO

Direct services	28.33	30.78	28.33	30.78	28.33	30.78	35.17	35.17	34.72	34.72	28.55	31.00
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.45	0.45	0.22	0.22
Travel time (between participants)	4.46	2.01	4.46	2.01	4.46	2.01	-	-	-	-	4.46	2.01
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-
Program development	0.89	0.89	0.89	0.89	0.89	0.89	-	-	-	-	1.34	1.34
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.45	0.45	0.45	0.45	0.45	0.45	-	-	-	-	-	-
Recordkeeping and reporting	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.67	0.67	0.45	0.45
Employer and one-on-one supervision time	0.89	0.89	0.89	0.89	0.89	0.89	-	-	-	-	0.67	0.67
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.62	0.62	0.62	0.62	0.77	0.77
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Community Learning Service, Registered Behavior Technician, 1:1, Big Island
Community Learning Service, Registered Behavior Technician, 1:1, Other Islands
Community Learning Service, Registered Behavior Technician, 2:1, Big Island
Community Learning Service, Registered Behavior Technician, 2:1, Other Islands
Community Learning Service, Registered Behavior Technician, 3:1, Big Island
Community Learning Service, Registered Behavior Technician, 3:1, Other Islands
Community Learning Service, 1:1, Consumer-Directed, Big Island
Community Learning Service, 1:1, Consumer-Directed, Other Islands
Community Learning Service, 1:2, Consumer-Directed, Big Island
Community Learning Service, 1:2, Consumer-Directed, Other Islands
Discovery and Career Planning, Big Island
Discovery and Career Planning, Other Islands

Provider Survey (scaled to 40 hr. week)¹

Direct services													
Performing collateral contacts ¹													
Non-participant-specific job development													
Participating in ISP meetings													
Program Development													
Travel time (between Participants)													
Transporting Participants													
Program set-up/ clean-up													
Missed appointments													
Other recordkeeping													
Employer and one-on-one supervision time													
Training (calculated)													
Other activities													
Total													

¹Weighted averages (by fiscal year 2015 revenue)

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Benefits Planning, Big Island	Benefits Planning, Other Islands	Individual Employment Supports, Job Development, Big Island	Individual Employment Supports, Job Development, Other Islands	Individual Employment Supports, Job Coaching, Big Island	Individual Employment Supports, Job Coaching, Other Islands	Respite, Hourly, 1:1, Big Island	Respite, Hourly, 1:1, Other Islands	Respite, Hourly, 1:2, Big Island	Respite, Hourly, 1:2, Other Islands	Respite, Hourly, 1:3, Big Island	Respite, Hourly, 1:3, Other Islands
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**'Typical Workweek'
Without Training and PTO**

Direct services	32.25	33.50	34.00	35.25	33.50	36.25	37.50	38.15	37.50	38.15	37.50	38.15
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	-	0.25	0.25	0.25	0.25	-	-	-	-	-	-
Travel time (between participants)	2.50	1.25	2.50	1.25	5.00	2.25	1.25	0.60	1.25	0.60	1.25	0.60
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-
Program development	1.50	1.50	2.00	2.00	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.50	0.50	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	2.50	2.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	60.00	60.00	40.00	40.00	40.00	40.00	24.00	24.00	24.00	24.00	24.00	24.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

Workweek Adjusted for Training and PTO

Direct services	28.47	29.58	30.34	31.45	29.89	32.34	33.74	34.33	33.74	34.33	33.74	34.33
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	0.22	0.22	0.22	0.22	-	-	-	-	-	-
Travel time (between participants)	2.21	1.10	2.23	1.12	4.46	2.01	1.13	0.54	1.13	0.54	1.13	0.54
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-
Program development	1.32	1.32	1.78	1.78	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.44	0.44	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	2.21	2.21	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Employer and one-on-one supervision time	0.66	0.66	0.67	0.67	0.67	0.67	0.68	0.68	0.68	0.68	0.68	0.68
Training	1.15	1.15	0.77	0.77	0.77	0.77	0.46	0.46	0.46	0.46	0.46	0.46
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Benefits Planning, Big Island	Benefits Planning, Other Islands	Individual Employment Supports, Job Development, Big Island	Individual Employment Supports, Job Development, Other Islands	Individual Employment Supports, Job Coaching, Big Island	Individual Employment Supports, Job Coaching, Other Islands	Respite, Hourly, 1:1, Big Island	Respite, Hourly, 1:1, Other Islands	Respite, Hourly, 1:2, Big Island	Respite, Hourly, 1:2, Other Islands	Respite, Hourly, 1:3, Big Island	Respite, Hourly, 1:3, Other Islands
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Provider Survey (scaled to 40 hr. week)¹

Direct services			36.20	36.00	33.80	33.80	40.00	37.20				
Performing 'collateral contacts'			0.90	1.00	3.80	1.00	-	-				
Non-participant-specific job development			0.90	1.00	-	-	-	-				
Participating in ISP meetings			-	-	0.60	0.30	-	-				
Program Development			-	-	-	-	-	-				
Travel time (between Participants)			1.40	1.50	-	3.00	-	1.50				
Transporting Participants			-	-	-	-	-	-				
Program set-up/ clean-up			-	-	-	-	-	-				
Missed appointments			-	-	-	-	-	-				
Other recordkeeping			0.50	0.50	0.60	1.00	-	-				
Employer and one-on-one supervision time			-	-	1.30	1.00	-	1.40				
Training (calculated)			-	-	-	-	-	-				
Other activities			-	-	-	-	-	-				
Total			40.00	40.00	40.00	40.00	40.00	40.00				

¹Weighted averages (by fiscal year 2015 revenue)

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Respite, Hourly, Consumer-Directed, 1:1, Big Island	Respite, Hourly, Consumer-Directed, 1:1, Other Islands	Respite, Hourly, Consumer-Directed, 1:2, Big Island	Respite, Hourly, Consumer-Directed, 1:2, Other Islands	Chore, Big Island	Chore, Other Islands	Chore, Consumer-Directed, Big Island	Chore, Consumer-Directed, Other Islands	Non-Medical Transportation, Big Island	Non-Medical Transportation, Other Islands	Non-Medical Transportation, Consumer-Directed, Big Island	Non-Medical Transportation, Consumer-Directed, Other Islands
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***'Typical Workweek'
Without Training and PTO***

Direct services	39.50	39.50	39.25	39.25	35.25	37.25	39.50	39.50	26.00	31.50	39.50	39.50
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	-	-	-	-	3.75	1.75	-	-	12.00	6.50	-	-
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	0.50	0.50	-	-	-	-	-	-
Recordkeeping and reporting	0.50	0.50	0.75	0.75	-	-	0.50	0.50	1.25	1.25	0.50	0.50
Employer and one-on-one supervision time	-	-	-	-	0.50	0.50	-	-	0.75	0.75	-	-
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	24.00	24.00	24.00	24.00	16.00	16.00	16.00	16.00	24.00	24.00	24.00	24.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

Workweek Adjusted for Training and PTO

Direct services	35.55	35.55	35.32	35.32	31.86	33.67	35.70	35.70	23.39	28.34	35.55	35.55
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	-	-	-	-	3.39	1.58	-	-	10.80	5.85	-	-
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	0.00	0.00	0.00	0.00
Program development	-	-	-	-	-	-	-	-	0.00	0.00	0.00	0.00
Meeting preparation	-	-	-	-	-	-	-	-	0.00	0.00	0.00	0.00
Missed appointments	-	-	-	-	0.45	0.45	-	-	0.00	0.00	0.00	0.00
Recordkeeping and reporting	0.45	0.45	0.68	0.68	-	-	0.45	0.45	1.13	1.13	0.45	0.45
Employer and one-on-one supervision time	-	-	-	-	0.45	0.45	-	-	0.68	0.68	-	-
Training	0.46	0.46	0.46	0.46	0.31	0.31	0.31	0.31	0.46	0.46	0.46	0.46
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Respite, Hourly, Consumer-Directed, 1:1, Big Island	Respite, Hourly, Consumer-Directed, 1:1, Other Islands	Respite, Hourly, Consumer-Directed, 1:2, Big Island	Respite, Hourly, Consumer-Directed, 1:2, Other Islands	Chore, Big Island	Chore, Other Islands	Chore, Consumer-Directed, Big Island	Chore, Consumer-Directed, Other Islands	Non-Medical Transportation, Big Island	Non-Medical Transportation, Other Islands	Non-Medical Transportation, Consumer-Directed, Big Island	Non-Medical Transportation, Consumer-Directed, Other Islands
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Provider Survey (scaled to 40 hr. week)¹

Direct services					40.00	40.00			-	-		
Performing collateral contacts ¹					-	-			-	-		
Non-participant-specific job development					-	-			-	-		
Participating in ISP meetings					-	-			-	-		
Program Development					-	-			-	-		
Travel time (between Participants)					-	-			-	-		
Transporting Participants					-	-			-	-		
Program set-up/ clean-up					-	-			-	-		
Missed appointments					-	-			-	-		
Other recordkeeping					-	-			-	-		
Employer and one-on-one supervision time					-	-			-	-		
Training (calculated)					-	-			-	-		
Other activities					-	-			-	-		
Total					40.00	40.00			-	-		

¹Weighted averages (by fiscal year 2015 revenue)

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Skilled Nursing, Registered Nurse, 1:1, Big Island	Skilled Nursing, Registered Nurse, 1:1, Other Islands	Skilled Nursing, Registered Nurse, 1:2, Big Island	Skilled Nursing, Registered Nurse, 1:2, Other Islands	Skilled Nursing, Licensed Practical Nurse, 1:1, Big Island	Skilled Nursing, Licensed Practical Nurse, 1:1, Other Islands	Skilled Nursing, Licensed Practical Nurse, 1:2, Big Island	Skilled Nursing, Licensed Practical Nurse, 1:2, Other Islands	Training and Consultation, All Disciplines, Big Island	Training and Consultation, All Disciplines, Other Islands	Training and Consultation, All Disciplines, Inter-island
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**'Typical Workweek'
Without Training and PTO**

Direct services	29.00	33.00	28.50	32.50	27.50	31.50	27.00	31.00	30.25	34.25	4.00
Collateral contacts	1.25	1.25	1.75	1.75	1.25	1.25	1.75	1.75	-	-	-
Attending ISP meetings	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	7.50	3.50	7.50	3.50	7.50	3.50	7.50	3.50	7.50	3.50	4.50
Transporting participants	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.50	0.50	-	-	0.50	0.50	-	-	0.50	0.50	-
Recordkeeping and reporting	1.25	1.25	1.75	1.75	1.25	1.25	1.75	1.75	1.25	1.25	0.25
Employer and one-on-one supervision time	0.50	0.50	0.50	0.50	2.00	2.00	2.00	2.00	0.50	0.50	0.10
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	8.85

Annual Hours for Training and PTO

Training	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

Workweek Adjusted for Training and PTO

Interisland reflects a day

Direct services	26.09	29.69	25.64	29.24	24.74	28.34	24.29	27.89	27.22	30.82	4.00
Collateral contacts	1.13	1.13	1.58	1.58	1.13	1.13	1.58	1.58	-	-	-
Attending ISP Meetings	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	6.75	3.15	6.75	3.15	6.75	3.15	6.75	3.15	6.75	3.15	4.65
Transporting participants	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.45	0.45	-	-	0.45	0.45	-	-	0.45	0.45	-
Recordkeeping and reporting	1.13	1.13	1.58	1.58	1.13	1.13	1.58	1.58	1.13	1.13	0.25
Employer and one-on-one supervision time	0.45	0.45	0.45	0.45	1.80	1.80	1.80	1.80	0.45	0.45	0.10
Training	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.12
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	0.88
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	10.00

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Skilled Nursing, Registered Nurse, 1:1, Big Island	Skilled Nursing, Registered Nurse, 1:1, Other Islands	Skilled Nursing, Registered Nurse, 1:2, Big Island	Skilled Nursing, Registered Nurse, 1:2, Other Islands	Skilled Nursing, Licensed Practical Nurse, 1:1, Big Island	Skilled Nursing, Licensed Practical Nurse, 1:1, Other Islands	Skilled Nursing, Licensed Practical Nurse, 1:2, Big Island	Skilled Nursing, Licensed Practical Nurse, 1:2, Other Islands	Training and Consultation, All Disciplines, Big Island	Training and Consultation, All Disciplines, Other Islands	Training and Consultation, All Disciplines, Inter-island
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Provider Survey (scaled to 40 hr. week)¹

Direct services	39.00	30.00			32.00	40.00					
Performing collateral contacts ¹	-	-			2.00	-					
Non-participant-specific job development	-	-			-	-					
Participating in ISP meetings	-	-			4.00	-					
Program Development	-	-			-	-					
Travel time (between Participants)	-	10.00			-	-					
Transporting Participants	-	-			-	-					
Program set-up/ clean-up	-	-			-	-					
Missed appointments	-	-			-	-					
Other recordkeeping	-	-			2.00	-					
Employer and one-on-one supervision time	1.00	-			-	-					
Training (calculated)	-	-			-	-					
Other activities	-	-			-	-					
Total	40.00	40.00			40.00	40.00					

¹Weighted averages (by fiscal year 2015 revenue)

**Final Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix D: Therapeutic Living Programs - Staff Hour Assumptions

<i>Shared Staff Hours</i>	
Hours in a Week	168.0
'Peak' Daytime Hours ¹	82.0
Non-'Peak' Daytime Hours	30.0
Overnight Hours	56.0
Number of Participants per Staff During 'Peak' Daytime Hours	2.0
Number of Participants per Staff During Non-'Peak' Daytime Hours	2.0
Number of Participants per Staff During Overnight Hours	2.0
Base Staff Hours per Participant per Week	84.0
<i>One-to-One Staff Hours</i>	
Additional One-to-One Staff Hours per Participant per Week	40.0
Total Hours per Participant per Week	124.0