# 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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### **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			<u> </u>
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., Enhanced Behavioral Services, 1:1	15 min.		\$9.78	\$8.52	new service for PAB delivered by staff who meet additional qualifications
-	Personal Assistance/ Hab., Enhanced Behavioral Services, 2:1	15 min.		\$16.60	\$14.85	
-	Personal Assistance/ Hab., Enhanced Behavioral Services, 3:1	15 min.		\$23.42	\$21.19	_
-	Personal Assistance/ Hab., Registered Behavior Tech., 1:1	15 min.	-	\$17.37	\$15.00	new services for PAB delivered by an RBT rates based on other publicly-funded program rates adjusted for
-	Personal Assistance/ Hab., Registered Behavior Tech., 2:1	15 min.	-	\$23.64	\$20.78	Tower productivity in the community (and further increased for the Big Island based on the ratio for 1:1 PAB services)  multi-staff rates are based on the RBT rate, plus the cost of a
-	Personal Assistance/ Hab., Registered Behavior Tech., 3:1	15 min.	-	\$29.90	\$26.56	DSP's wages and benefits (with the productivity adjustment and the general excise tax)
T1019 U1	Personal Assistance, Habilitation, Consumer-Directed, 1:1	15 min.	\$2.95 / \$3.66	\$4.33	\$4.33	rate range of \$3.34 to \$4.33 on all islands; also T1020
-	Personal Assistance, Habilitation, Consumer-Directed, 1:2	15 min.	-	\$2.20	\$2.20	new service for two participants served by a single worker; rate range of \$1.70 to \$2.20 on all islands

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Current Code	Service	Unit	Current	Final - Big Island	Final - Other Islands	Notes
	Residential Habilitation, Tier 1, 3 or Fewer Beds	Day		\$120.64	\$115.29	rate varies based on licensed canacity of home
T2016 U1	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
	Residential Habilitation, Tier 1, 5 or More Beds	Day		Sig Island   Islands   Signature   Signa		
	Residential Habilitation, Tier 2, 3 or Fewer Beds	Day		\$164.17	\$159.04	rata varias based on licensed canacity of home
T2016 U2	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
T2016 U1 Re Re Re T2016 U2 Re Re Re T2016 U3 Re Re T2016 Th  - Ac T2034 52 W3 T2034 22 W3 S5102 U1 Ac S5102 U2 Ac S5102 U3 Ac	Residential Habilitation, Tier 2, 5 or More Beds	Day	_	\$131.98 \$12		days per year (current rate at 344 days would be \$65.28)
	Residential Habilitation, Tier 3, 3 or Fewer Beds	Day		\$185.94	\$180.93	
T2016 U3	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
	Residential Habilitation, Tier 3, 5 or More Beds	Day	_	\$145.05	\$142.21	days per year (current rates at 344 days would be \$198.95)
T2016	Therapeutic Living Program	Day	\$485.28	\$502.58	\$499.23	
-	Additional Residential Supports	15 min.	-	\$5.76	\$5.58	new service for staffing in excess of Residential Hab. rates
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 Stabilizaton	Day	\$453.25	\$502.58	\$499.23	propose to adopt TLP rates for Shelter service
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, Enhanced Behavioral Services, 1:1	15 min.		\$9.49	\$8.65	
-	Adult Day Health, Registered Behavior Technician, 1:1	15 min.	-	\$17.37	\$15.00	new service for 1:1 ADH delivered by an RBT rates based on other publicly-funded program rates adjusted for lower productivity in the community (and further increased for the Big Island based on the ratio for 1:1 PAB services)

Current Code	Service	Unit	Current	Final - Big Island	Final - Other Islands	Notes
-	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, Enhanced Behavioral Services, 1:1	15 min.		\$10.62	\$8.99	new service for CLS delivered by staff who meet additional –qualifications
-	Community Learning Service, Enhanced Behavioral Services, 2:1	15 min.		\$17.43	\$15.32	-quamications
-	Community Learning Service, Enhanced Behavioral Services, 3:1	15 min.		\$24.25	\$21.66	_
	Community Learning Service, Registered Behavior Tech., 1:1	15 min.	-	\$17.37	\$15.00	new services for CLS delivered by an RBT rates based on other publicly-funded program rates adjusted for lower productivity in the community (and further increased for the
	Community Learning Service, Registered Behavior Tech., 2:1	15 min.	-	\$23.87	\$20.97	Big Island based on the ratio for 1:1 PAB services)  — multi-staff rates are based on the RBT rate, plus the cost of a PAB
_	Community Learning Service, Registered Behavior Tech., 3:1	15 min.	-	\$30.36	\$26.94	worker's wages and benefits (with the productivity adjustment and the general excise tax)
_	Community Learning Service, Consumer-Directed, 1:1	15 min.	-	\$4.75	\$4.52	new service; rate range of \$3.75 to \$4.75 on Big Island and \$3.53 to \$4.52 on other islands
-	Community Learning Service, Consumer-Directed, 1:2	15 min.	-	\$2.40	\$2.28	new service for two participants served by a single worker; rate range of \$1.89 to \$2.40 on Big Island and \$1.78 to \$2.28 on other islands
-	Discovery and Career Planning	15 min.	-	\$13.88	\$12.01	new service
-	Benefits Planning	15 min.	-	\$13.87	\$13.17	new service
T2010	Individual Employment Support, Job Development	15 min.	¢12.50	\$12.11	\$11.45	anistina annia baira annoard inte Dandamant. 10. 11
T2019	Individual Employment Support, Job Coaching	15 min.	- \$13.50	\$12.30	\$10.63	existing service being separated into Development and Coaching

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	\$3.49	\$3.49	rate range of \$3.34 to \$3.49 on Big Island and \$3.34 to \$3.49 on other islands
-	Respite, Hourly, Consumer-Directed, 1:2	15 min.		\$1.74	\$1.74	new service for two participants served by a single worker; rate range of \$1.67 to \$1.74 on Big Island and \$1.67 to \$1.74 on other islands
T1005 22	Respite, Daily, Consumer-Directed, 1:1	15 min.	\$142.60	-	-	service being eliminated - to be billed hourly
-	Nursing Respite, Registered Nurse, 1:1	15 min.		\$18.51	\$18.17	
-	Nursing Respite, Registered Nurse, 1:2	15 min.		\$9.57	\$9.40	new Respite services for participants requiring nursing support
-	Nursing Respite, Registered Nurse, 1:3	15 min.		\$6.60	\$6.48	_
-	Nursing Respite, Licensed Practical Nurse, 1:1	15 min.		\$10.69	\$10.36	
-	Nursing Respite, Licensed Practical Nurse, 1:2	15 min.		\$5.68	\$5.51	new Respite services for participants requiring nursing support
-	Nursing Respite, Licensed Practical Nurse, 1:3	15 min.		\$4.01	\$3.89	_
S5120 UB	Chore	15 min.	\$3.38	\$6.52	\$5.82	
S5120 UB	Chore, Consumer-Directed	15 min.	\$2.25	\$3.85	\$3.85	rate range of \$3.31 to \$3.85 on Big Island and \$3.31 to \$3.85 on other 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

Current Code	Service	Unit	Current	Final - Big Island	Final - Other Islands	Notes
-	Private Duty Nursing, Registered Nurse, 1:1	15 min.	-	\$22.04	\$19.85	- now contino
-	Private Duty Nursing, Registered Nurse, 1:2	15 min.	-	\$11.39	\$10.27	new service
-	Private Duty Nursing, Licensed Practical Nurse, 1:1	15 min.	-	\$13.09	\$11.58	move comics
-	Private Duty Nursing, Licensed Practical Nurse, 1:2	15 min.	-	\$6.93	\$6.15	new service
S5116 AE	Training and Consultation, Dietician	Hour	\$89.68	\$70.42	\$59.08	
	Training and Consultation, Dietician, Interisland	Hour		\$10	68.56	
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		\$2	18.15	
S5116 HI	Training and Consultation, Behavior Analyst	Hour	\$89.68	\$173.73	\$150.00	rates based on other publicly-funded program rates adjusted for lower productivity in the community (and further increased for the Big Island based on the ratio for 1:1 PAB services)
	Training and Consultation, Behavior Analyst, Interisland	Hour		\$2	18.15	
S5116 HI	Training and Consultation, Assistant Behavior Analyst	Hour	\$89.68	\$104.24	\$90.00	new service; rates based on other publicly-funded program rates adjusted for lower productivity in the community (and further increased for the Big Island based on the ratio for 1:1 PAB services)
	Training and Consultation, Asst. Behavior Analyst, Interisland	Hour		\$17	75.80	
S5116 GN	Training and Consultation, Speech Therapist	Hour	\$89.68	\$82.89	\$70.10	
	Training and Consultation, Speech Therapist, Interisland	Hour		\$18	88.74	
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		\$18	88.74	
S5116 GP	Training and Consultation, Physical Therapist	Hour	\$89.68	\$82.89	\$70.10	
	Training and Consultation, Physical Therapist, Interisland	Hour		\$18	88.74	
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		\$20	06.06	
-	Training and Consultation, LCSW/ LMHC/ LMFT	Hour	-	\$56.07	\$46.38	new service
	Training and Consultation, LCSW/ LMHC/ LMFT, Interisland	Hour		\$14	45.32	

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

### Personal Assistance/ Habilitation, Groups

		1:2	2	1:3	
,		Big Island	Other Islands	Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes
£3	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60
iefi	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%
Ben	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85
Direct Support Staff Wages and Benefits	Productivity Adjustments				
ses	Total Hours	40.00	40.00	40.00	40.00
Vag	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03
ff V	- Attending ISP Meetings	0.45	0.45	0.68	0.68
Stai	- Recordkeeping and Reporting	0.68	0.68	0.90	0.90
Jr.	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68
bbc	- Training	0.46	0.46	0.46	0.46
Su	- Paid Time Off	3.54	3.54	3.54	3.54
ect	"Billable" Hours	29.69	32.16	29.24	31.71
Dir	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
lea	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535
Mi	Weekly Mileage Cost	\$96.30	\$38.52	\$96.30	\$38.52
	Mileage Cost per Billable Hour	\$3.24	\$1.20	\$3.29	\$1.21
xes	- Program Support Funding per Day	\$30.00	\$30.00	\$45.00	\$45.00
Program Support, Administration, and Taxes	Program Support Cost per Billable Hour	\$5.05	\$4.66	\$7.69	\$7.10
Program Support, inistration, and T	Cost per Billable Hour Before Administration	\$32.39	\$27.99	\$35.43	\$30.80
n Si	- Administration Percent	10.0%	10.0%	10.0%	10.0%
gran strat	Administration Cost per Billable Hour	\$3.60	\$3.11	\$3.94	\$3.42
Pro	Cost per Billable Hour Before General Excise Tax	\$35.99	\$31.10	\$39.37	\$34.22
√dn	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%
1	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

#### 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
1.	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60
its -	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%
nef	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85
Be	Productivity Adjustments				
Direct Support Staff Wages and Benefits Primary Staff	Total Hours	40.00	40.00	40.00	40.00
Staff Wages Primary Staff	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03
Wag y St	- Attending ISP Meetings	0.23	0.23	0.23	0.23
off V	- Missed Appointments	0.45	0.45	0.45	0.45
Sta Prir	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
oort	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68
Idn	- Training - Paid Time Off	0.46 3.54	0.46 3.54	0.46 3.54	0.46 3.54
ct S	"Billable" Hours	29.69	32.16	29.69	32.16
)ire	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
i	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60
its .	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%
nef	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85
l Be	Productivity Adjustments				
anc	Total Hours	40.00	40.00	40.00	40.00
rt Staff Wages au Additional Staff	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03
Wa	- Missed Appointments	0.45	0.45	0.45	0.45
aff	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68
t St	- Training - Paid Time Off	0.46 3.54	0.46	0.46 3.54	0.46 3.54
por ∠	"Billable" Hours	30.37	3.54 32.84	30.37	32.84
Sup	Productivity Factor	1.32	1.22	1.32	1.22
sct 5	Staff Cost After Productivity Adj. per Billable Hour	\$23.56	\$21.78	\$23.56	\$21.78
Direct Support Staff Wages and Benefits Additional Staff			1		2
	Number of Additional Staff  Addl. Staff Cost After Productivity Adj. per Billable Hr.	\$23.56	\$21.78	\$47.12	\$43.56
		8 9	\$21.76	\$47.12	
Mileage	- Number of Miles Traveled per Week	180	72	180	72
lile	- Amount per Mile Weekly Mileage Cost	\$0.535 \$96.30	\$0.535 \$38.52	\$0.535 \$96.30	\$0.535 \$38.52
2	Mileage Cost per Billable Hour (for Primary Staff)	\$90.30 <b>\$3.24</b>	\$38.32 <b>\$1.20</b>	\$96.30 \$3.24	\$38.32 <b>\$1.20</b>
S	· · · · · · · · · · · · · · · · · · ·	8 98	3.	% W	
axe	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00
pport, and Taxes	Program Support Cost per Billable Hour	\$2.53	\$2.33	\$2.53	\$2.33
upp,	Cost per Billable Hour Before Administration	\$53.43	\$47.44	\$76.99	\$69.22
n St	- Administration Percent	10.0%	10.0%	10.0%	10.0%
ran trat	Administration Cost per Billable Hour	\$5.94	\$5.27	\$8.55	\$7.69
Program Support, Administration, and T	Cost per Billable Hour Before General Excise Tax	\$59.37	\$52.71	\$85.54	\$76.91
I	- 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	\$01.84 <b>\$15.46</b>	\$55.19 <b>\$13.80</b>	\$89.10 \$22.28	\$80.53 <b>\$20.13</b>
	ran per 15 minutes	% 413.40 <i>%</i>	<sub>2</sub> φ13.00 %	γ <sub>0</sub> ΨΔΔ•ΔΟ ////	φ40.13

#### Personal Assistance/ Habilitation, Enhanced Behavioral Services, 1:1

		Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)  Productivity Adjustments	\$15.86 28.6% \$20.39	\$15.86 28.6% \$20.39
anc	Total Hours	40.00	40.00
iges	- Travel Time (Between Participants)	4.46	2.01
N N	- Attending ISP Meetings	0.22	0.22
taff	- Missed Appointments	0.45	0.45
t S	- Recordkeeping and Reporting	0.45	0.45
Iodo	- Employer and One-on-One Supervision Time	0.89 0.77	0.89 0.77
Sup	- Training - Paid Time Off	3.54	3.54
ect	"Billable" Hours	29.22	31.67
Dir	Productivity Factor	1.37	1.26
	Staff Cost After Productivity Adj. per Billable Hour	\$27.93	\$25.69
ge	- Number of Miles Traveled per Week	180	72
Mileage	- Amount per Mile	\$0.53 <mark>5</mark>	\$0.535
Mi	Weekly Mileage Cost	\$96.30	\$38.52
-	Mileage Cost per Billable Hour	\$3.30	\$1.22
xes	- Program Support Funding per Day	\$15.00	\$15.00
rt, Ta	Program Support Cost per Billable Hour	\$2.57	\$2.37
Program Support, Administration, and Taxes	Cost per Billable Hour Before Administration	\$33.80	\$29.28
m S tior	- Administration Percent	10.0%	10.0%
gra stra	Administration Cost per Billable Hour	\$3.76	\$3.25
Pro	Cost per Billable Hour Before General Excise Tax	\$37.56	\$32.53
\du	- General Excise Tax Rate	4.0%	4.5%
4	General Excise Tax Cost per Billable Hour	\$1.57	\$1.53
	Total Cost per Billable Hour  Rate per 15 Minutes	\$39.13 <b>\$9.78</b>	\$34.06 <b>\$8.52</b>
	mate per 15 minutes	φ, φ,,10///	y; φυ.32

#### Personal Assistance/ Habilitation, Enhanced Behavioral Services, 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 Staff Hourly Wage	\$15.86	\$15.86	\$15.86	\$15.86
its -	- Employee Benefit Rate (as a percent of wages)	28.6%	28.6%	28.6%	28.6%
nef	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.39	\$20.39	\$20.39	\$20.39
1 Be	Productivity Adjustments				
Direct Support Staff Wages and Benefits - Primary Staff	Total Hours	40.00	40.00	40.00	40.00
t Staff Wages Primary Staff	- Travel Time (Between Participants)	4.46	2.01	4.46	2.01
W KI	- Attending ISP Meetings - Missed Appointments	0.22	0.22	0.22	0.22
taff	- Missed Appointments - Recordkeeping and Reporting	0.45 0.45	0.45 0.45	0.45 0.45	0.45 0.45
rt S Pr	- Employer and One-on-One Supervision Time	0.89	0.89	0.89	0.43
odd	- Training	0.77	0.77	0.77	0.77
nS 1	- Paid Time Off	3.54	3.54	3.54	3.54
rect	"Billable" Hours	29.22	31.67	29.22	31.67
Ä	Productivity Factor	1.37	1.26	1.37	1.26
	Primary Staff Cost After Productivity Adj. per Billable Hr.	\$27.93	\$25.69	\$27.93	\$25.69
Ι.	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60
fits	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%
enef	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85
d Be	Productivity Adjustments				
an Iff	Total Hours	40.00	40.00	40.00	40.00
rt Staff Wages ar Additional Staff	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03
. W.	- Missed Appointments - Employer and One-on-One Supervision Time	0.45 0.68	0.45 0.68	0.45 0.68	0.45 0.68
staff ditie	- Training	0.46	0.46	0.46	0.08
Ad Ad	- Paid Time Off	3.54	3.54	3.54	3.54
oddı	"Billable" Hours	30.37	32.84	30.37	32.84
t Su	Productivity Factor	1.32	1.22	1.32	1.22
Direct Support Staff Wages and Benefits - Additional Staff	Staff Cost After Productivity Adj. per Billable Hour	\$23.56	\$21.78	\$23.56	\$21.78
	Number of Additional Staff  Addl. Staff Cost After Productivity Adj. per Billable Hr.	1 \$23.56	1 \$21.78	2 \$47.12	\$43.56
age	<ul> <li>Number of Miles Traveled per Week</li> <li>Amount per Mile</li> </ul>	180 \$0.535	72 \$0.535	180 \$0.535	72 \$0.535
Mileage	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
es	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00
t, Tax	Program Support Cost per Billable Hour	\$2.57	\$2.37	\$2.57	\$2.37
por			%	%	
Sup	Cost per Billable Hour Before Administration - Administration Percent	\$57.36 10.0%	\$51.06 10.0%	\$80.92 10.0%	\$72.84 10.0%
Program Support, Administration, and Taxes	- Administration Percent  Administration Cost per Billable Hour	\$6.37	\$5.67	\$8.99	\$8.09
rogr	Cost per Billable Hour Before General Excise Tax	%	\$56.73	\$89.91	
P. Imin	- General Excise Tax Rate	\$63.73 4.0%	\$36.73 4.5%	\$89.91 4.0%	\$80.93 4.5%
¥	General Excise Tax Cost per Billable Hour	\$2.66	\$2.67	\$3.75	\$3.81
	Total Cost per Billable Hour	\$66.39	\$59.40	\$93.66	\$84.74
	Rate per 15 Minutes	\$00.39 <b>\$16.60</b>	\$39.40 <b>\$14.85</b>	\$93.00 \$23.42	\$84.74 <b>\$21.19</b>
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#### Personal Assistance/ Habilitation, Consumer-Directed, 1:1

		Minimur	n Wage	Assumed Ag	gency Wage
		Big Island	Other Islands	Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes
Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$13.60	\$13.60
Sen	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	12.7%	12.7%
and E	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$15.32	\$15.32
Support Staff Wages	Productivity Adjustments Total Hours - Attending ISP Meetings - Recordkeeping and Reporting - Training - Paid Time Off "Billable" Hours Productivity Factor	40.00 0.23 0.45 0.46 3.54 35.32 1.13	40.00 0.23 0.45 0.46 3.54 35.32 1.13	40.00 0.23 0.45 0.46 3.54 35.32 1.13	40.00 0.23 0.45 0.46 3.54 35.32 1.13
Direct 3	Staff Cost After Productivity Adj. per Billable Hour	\$13.37	\$13.37	\$17.31	\$17.31
	Total Cost per Billable Hour  Rate per 15 Minutes	\$13.37 <b>\$3.34</b>	\$13.37 <b>\$3.34</b>	\$17.31 <b>\$4.33</b>	\$17.31 <b>\$4.33</b>

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

			777	7	
		Minimur	n Wage	Assumed Ag	ency Wage
		Big Island	Other Islands	Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes
Benefits	- Direct Staff Hourly Wage	\$10.10	1 1/1/2	\$13.60	\$13.60
and Be	- Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	17.1% \$11.83	17.1% \$11.83	12.7% \$15.32	12.7% \$15.32
	Productivity Adjustments Total Hours	40.00	40.00	40.00	40.00
Direct Support Staff Wages	Attending ISP Meetings     Recordkeeping and Reporting	0.45 0.68	0.45 0.68	0.45 0.68	0.45 0.68
ort St	- Training	0.46	0.46	0.46	0.46
ddnS	- Paid Time Off "Billable" Hours	3.54 34.87	3.54 34.87	3.54 34.87	3.54 34.87
irect	Productivity Factor	1.15	1.15	1.15	1.15
Ω	Staff Cost After Productivity Adj. per Billable Hour	\$13.60	\$13.60	\$17.62	\$17.62
	Total Cost per Billable Hour	\$13.60	\$13.60	\$17.62	\$17.62
	- Number of Participants	2	2	2	2
	Rate per 15 Minutes	\$1.70	\$1.70	\$2.20	\$2.20

#### Residential Habilitation, Tier 1

		3 or Few	er Beds	4-Bed		5 or Mo	re 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 - Employee Benefit Rate (as a percent of wages) Annual Cost of Home Manager Wages and Benefits Weekly Home Manager Cost per Participant	\$47,476.00 32.1% \$62,715.80 \$402.02	\$47,476.00 32.1% \$62,715.80 \$402.02	32.1% \$62,715.80	32.1% \$62,715.80	32.1% \$62,715.80	\$47,476.00 32.1% \$62,715.80 \$241.21
d Benefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits  Productivity Adjustments		V (/	7. 2.	', '/	<i>i</i> , <i>i</i> ,	2/2
Direct Support Staff Wages and Benefits	Total Hours  - Employer and One-on-One Supervision Time  - Training  - Paid Time Off  "Billable" Hours  Productivity Factor	40.00 0.68 0.46 3.54 35.32 1.13	4 4	40.00 0.68 0.46 3.54 35.32 1.13	40.00 0.68 0.46 3.54 35.32 1.13	40.00 0.68 0.46 3.54 35.32 1.13	//
Direct Suppo	Productivity Adjustments  Total Hours  - Employer and One-on-One Supervision Time  - Training  - Paid Time Off  "Billable" Hours  Productivity Factor  Staff Cost per Billable Hour  Staffing  - Staff Hours per Residence per Week  Allocated Staff Hours per Participant per Week  Weekly Staff Cost per Participant	20.0 6.7 \$124.13	/. //.	2. 2.	30.0 7.5 \$139.58	\$18.61 40.0 8.0 \$148.88	\$18.61 \$18.61 40.0 8.0 \$148.88
Mileage	Depreciation Costs - Purchase Price - Salvage Value - Useful Life (Miles) Depreciation Cost per Mile  Operating Costs Amount per Mile - Number of Miles per Week per Residence Allocated Miles per Participant per Week Weekly Mileage Cost per Participant	\$40,000 30% 100,000 \$0.28	\$40,000 30% 100,000 \$0.28	\$40,000 30% 100,000 \$0.28	30%	30%	30%
M	Operating Costs Amount per Mile - Number of Miles per Week per Residence Allocated Miles per Participant per Week	\$0.285 300 100.0	\$0.285 120 40.0	\$0.285 300 75.0	\$0.285 120 30.0	\$0.285 300 60.0	120 24.0
oort, nd Taxes	- Program Support Funding per Participant per Day Weekly Program Support Cost per Participant	\$15.00 \$105.00	\$22.60 \$15.00 \$105.00	\$42.38 \$15.00 \$105.00	\$16.95 \$15.00 \$105.00	\$33.90 \$15.00 \$105.00	\$13.56 \$15.00 \$105.00
Program Supp Administration, an	Weekly Cost per Participant Before Administration - Administration Percent  Weekly Administration Cost per Participant  Weekly Cost per Participant Before General Excise Tax - General Excise Tax Rate  Weekly General Excise Tax Cost per Participant	\$687.65 10.0% \$ <b>76.41</b>	10.0% \$ <b>72.64</b>	10.0% \$65.39	\$62.56	10.0% \$58.78	10.0% \$56.52
Pr Admin			\$726.39 4.5% \$34.23	\$653.87 4.0% \$27.24	\$625.61 4.5% \$29.48	\$24.49	\$26.63
	Total Cost per Participant per Week Rate per Day Rate per Day at 344 Days per Year	\$795.90 <b>\$113.70</b> <b>\$120.64</b>	\$760.62 <b>\$108.66</b> <b>\$115.29</b>	\$681.11 <b>\$97.30</b> <b>\$103.24</b>	\$655.09 <b>\$93.58</b> <b>\$99.29</b>	\$612.26 <b>\$87.47</b> <b>\$92.81</b>	\$591.80 <b>\$84.54</b> <b>\$89.70</b>

#### Residential Habilitation, Tier 2

		3 or Fewer Beds		4-B	4-Bed		re 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 - Employee Benefit Rate (as a percent of wages) Annual Cost of Home Manager Wages and Benefits Weekly Home Manager Cost per Participant	\$47,476.00 32.1% \$62,715.80 \$402.02	\$62,715.80	\$47,476.00 32.1% \$62,715.80 \$301.52	\$62,715.80	<i>y</i> , <i>y</i>	\$47,476.00 32.1% \$62,715.80 \$241.21
d Benefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits  Productivity Adjustments			7, (0)	\$12.33 33.3% \$16.43	2	\$12.33 33.3% \$16.43
Direct Support Staff Wages and Benefits	Productivity Adjustments  Total Hours  - Employer and One-on-One Supervision Time  - Training  - Paid Time Off  "Billable" Hours  Productivity Factor  Staff Cost per Billable Hour  Staffing  - Staff Hours per Residence per Week  Allocated Staff Hours per Participant per Week  Weekly Staff Cost per Participant	40.00 0.68 0.46 3.54 35.32 1.13 \$18.61		40.00 0.68 0.46 3.54 35.32 1.13 \$18.61	40.00 0.68 0.46 3.54 35.32 1.13 \$18.61	40.00 0.68 0.46 3.54 35.32 1.13 \$18.61	40.00 0.68 0.46 3.54 35.32 1.13 \$18.61
Direct S		<del>/:                                    </del>	60.0 20.0 \$372.20	80.0 20.0 \$372.20	80.0 20.0 \$372.20	100.0 20.0 \$372.20	100.0 20.0 \$372.20
age	Depreciation Costs - Purchase Price - Salvage Value - Useful Life (Miles) Depreciation Cost per Mile	\$40,000 30% 100,000 \$0.28	- 44	\$40,000 30% 100,000 \$0.28	\$40,000 30% 100,000 \$0.28	\$40,000 30% 100,000 \$0.28	\$40,000 30% 100,000 \$0.28
Mileage	Depreciation Costs - Purchase Price - Salvage Value - Useful Life (Miles) Depreciation Cost per Mile  Operating Costs Amount per Mile - Number of Miles per Week per Residence Allocated Miles per Participant per Week Weekly Mileage Cost per Participant	\$0.285 300 100.0	120 40.0	\$0.285 300 75.0	\$0.285 120 30.0	\$0.285 300 60.0	\$0.285 120 24.0
port, nd Taxes	Weekly Mileage Cost per Participant  - Program Support Funding per Participant per Day Weekly Program Support Cost per Participant	2 420.203	\$22.60 \$15.00 \$105.00	\$42.38 \$15.00 \$105.00	\$16.95 \$15.00 \$105.00	\$33.90 \$15.00 \$105.00	\$13.56 \$15.00 \$105.00
Program Suppo Administration, and	Weekly Cost per Participant Before Administration - Administration Percent  Weekly Administration Cost per Participant  Weekly Cost per Participant Before General Excise Tax - General Excise Tax Rate  Weekly General Excise Tax Cost per Participant		10.0%		\$795.67 10.0% <b>\$88.41</b>		
Pro Adminis			\$1,002.02 4.5% \$47.22	\$912.33 4.0% \$38.01	\$884.08 4.5% <b>\$41.66</b>	\$835.90 4.0% \$34.83	\$813.30 4.5% \$38.32
	Total Cost per Participant per Week Rate per Day Rate per Day at 344 Days per Year	\$1,083.01 <b>\$154.72</b> <b>\$164.17</b>	\$1,049.24 <b>\$149.89</b> <b>\$159.04</b>	\$950.34 <b>\$135.76</b> <b>\$144.05</b>	\$925.74 <b>\$132.25</b> <b>\$140.32</b>	\$870.73 <b>\$124.39</b> <b>\$131.98</b>	\$851.62 <b>\$121.66</b> <b>\$129.09</b>

#### Residential Habilitation, Tier 3

		3 or Fewer Beds		4-Bed		5 or Mo	re 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 - Employee Benefit Rate (as a percent of wages) Annual Cost of Home Manager Wages and Benefits Weekly Home Manager Cost per Participant	\$47,476.00 32.1% \$62,715.80 \$402.02	\$62,715.80	\$47,476.00 32.1% \$62,715.80 \$301.52	\$47,476.00 32.1% \$62,715.80 \$301.52	<i>y</i> , <i>y</i>	\$47,476.00 32.1% \$62,715.80 \$241.21
d Benefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits  Productivity Adjustments			())	\$12.33 33.3% \$16.43	2	\$12.33 33.3% \$16.43
Direct Support Staff Wages and Benefits	Total Hours - Employer and One-on-One Supervision Time - Training - Paid Time Off "Billable" Hours Productivity Factor Staff Cost per Billable Hour	40.00 0.68 0.46 3.54 35.32 1.13 \$18.61		40.00 0.68 0.46 3.54 35.32 1.13 \$18.61	40.00 0.68 0.46 3.54 35.32 1.13 \$18.61	40.00 0.68 0.46 3.54 35.32 1.13 \$18.61	40.00 0.68 0.46 3.54 35.32 1.13 \$18.61
Direct		<i>i</i> : <i>'</i> //	80.0 26.7 <b>\$496.33</b>	100.0 25.0 <b>\$465.25</b>	100.0 25.0 <b>\$465.25</b>	120.0 24.0 <b>\$446.64</b>	120.0 24.0 \$446.64
ge	Depreciation Costs - Purchase Price - Salvage Value - Useful Life (Miles) Depreciation Cost per Mile	\$40,000 30% 100,000 \$0.28	999	\$40,000 30% 100,000 \$0.28	\$40,000 30% 100,000 \$0.28	\$40,000 30% 100,000 \$0.28	\$40,000 30% 100,000 \$0.28
Mileage	Operating Costs Amount per Mile - Number of Miles per Week per Residence Allocated Miles per Participant per Week	\$0.285 300 100.0	\$0.285 120 40.0	\$0.285 300 75.0	\$0.285 120 30.0	\$0.285 300 60.0	\$0.285 120 24.0
port, nd Taxes	Weekly Mileage Cost per Participant  - Program Support Funding per Participant per Day Weekly Program Support Cost per Participant	2 420.203	\$22.60 \$15.00 \$105.00	\$42.38 \$15.00 \$105.00	\$16.95 \$15.00 \$105.00	\$33.90 \$15.00 \$105.00	\$13.56 \$15.00 \$105.00
Program Suppo Administration, and	Weekly Cost per Participant Before Administration - Administration Percent  Weekly Administration Cost per Participant  Weekly Cost per Participant Before General Excise Tax - General Excise Tax Rate  Weekly General Excise Tax Cost per Participant				\$888.72 10.0% <b>\$98.75</b>	10.0%	\$806.41 10.0% \$89.60
Pro Adminis			\$1,139.94 4.5% <b>\$53.71</b>	\$1,015.72 4.0% \$42.32	\$987.47 4.5% <b>\$46.53</b>	\$918.61 4.0% \$38.28	\$896.01 4.5% \$42.22
	Total Cost per Participant per Week Rate per Day Rate per Day at 344 Days per Year	\$1,226.68 <b>\$175.24</b> <b>\$185.94</b>	\$1,193.65 <b>\$170.52</b> <b>\$180.93</b>	\$1,058.04 <b>\$151.15</b> <b>\$160.38</b>	\$1,034.00 <b>\$147.71</b> <b>\$156.73</b>	\$956.89 <b>\$136.70</b> <b>\$145.05</b>	\$938.23 <b>\$134.03</b> <b>\$142.21</b>

### **Residential Habilitation - Therapeutic Living Program**

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

### **Additional Residential Supports**

		Big Island	Other
			Islands
	Unit of Service	15 Minutes	15 Minutes
efits	- Direct Staff Hourly Wage	\$12.33	\$12.33
] Sen	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%
I pi	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.43	\$16.43
Direct Support Staff Wages and Benefits	Productivity Adjustments		
≪a	Total Hours	40.00	40.00
JJ.	- Travel Time (Between Participants)	1.13	0.54
Sta	- Employer and One-on-One Supervision Time	0.68	0.68
ort	- Training - Paid Time Off	0.46	0.46
ddr	- Paid Time Off "Billable" Hours	3.54	3.54
t Sı	1	34.19 1.17	34.78 1.15
rec	Productivity Factor	1.17	1.15
Ď	Staff Cost After Productivity Adj. per Billable Hour	\$19.22	\$18.89
e.	- Number of Miles Traveled per Week	45	18
Mileage	- Amount per Mile	\$0.535	\$0.535
Mil	Weekly Mileage Cost	\$24.08	\$9.63
	Mileage Cost per Billable Hour	\$0.70	\$0.28
es	- Program Support Funding per Day	\$7.50	\$7.50
, Fax	Program Support Cost per Billable Hour	\$1.10	\$1.08
oort Id J	1 Togram Support Cost per Dinable Hour	φ1.10	φ1.00
upp , ar	Cost per Billable Hour Before Administration	\$21.02	\$20.25
n S ion	- Administration Percent	5.0%	5.0%
ran trat	Administration Cost per Billable Hour	\$1.11	\$1.07
Program Support, Administration, and Taxes	Cost per Billable Hour Before General Excise Tax	\$22.13	\$21.32
] dm	- 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

#### **Adult Day Health**

		Tier 1		<del>// // // // // // // // // // // // // </del>		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
	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60		\$13.60
	- Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	31.3% \$17.85	31.3% \$17.85	0 77	31.3% \$17.85		
S.	Productivity Adjustments	\$17.03	Ψ17.03/	Ψ17.03	\$17.65	\$17.65	\$17.03
Direct Support Staff Wages and Benefits	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00
l Be	- Transporting participants	4.50	1.80	4.50	1.80	4.50	1.80
and	- Attending ISP Meetings	0.45 2.25	0.45 2.25	0.23	0.23	0.23	0.23 2.25
ages	- Program Set-Up/ Clean-Up - Recordkeeping and Reporting	0.68	0.68	2.25 0.68	2.25 0.68	2.25 0.45	0.45
f Wa	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	0.68	0.68
Staff	- Training	0.46	0.46	0.46	0.46	0.46	0.46
ort 5	- Paid Time Off "Billable" Hours	3.54 27.44	3.54 30.14	3.54 27.66	3.54 30.36	4: 4	//
ddn	Productivity Factor	1.46	1.33	2. (2.	1.32	<i>I</i> , <i>I</i> ,	2
ct S	Hourly Staff Cost per Billable Hour	\$26.06	\$23.74	\$25.88	\$23.56	7. 7.	<i>'</i> )
Oire	Staffing Ratio						
-	- Group Size (Participants per Direct Support Staff)	6.0	6.0	4.0	4.0	3.0	3.0
	- Participant Attendance Rate	85% 5.10	85% 5.10	85% 3.40	85%	2)	85% 2.55
	- Adjusted Weighted Avg. of No. of Participants per Staff Staff Cost per Participant per Billable Hour	\$5.11	5.10 <b>\$4.65</b>	3.40 <b>\$7.61</b>	3.40 <b>\$6.93</b>	2.55 <b>\$10.01</b>	2.33 <b>\$9.17</b>
ce	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	7	250.0
Attendance	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5
tter	- Hours per Day of Participant Attendance	6.00	6.00	9. (2)	6.00	20	6.00
₹	Hours per Year of Participant Attendance	1,275	1,275	1,275	1,275	1,275	1,275
	Depreciation Costs - Purchase Price	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
	- Salvage Value	30%	30%	30%	30%	9 9	30%
	- Useful Life (Miles)	100,000	100,000	100,000	100,000	7	100,000
e e	Depreciation Cost per Mile	\$0.280	\$0.280	\$0.280	\$0.280	\$0.280	\$0.280
Mileage	Operating Costs	#0.205	#0. <b>205</b>	#0. <b>205</b>	#0.005	#0. <b>205</b>	#0. <b>2</b> 0 <b>5</b>
X	Amount per Mile	\$0.285	\$0.285	\$0.285	\$0.285	\$0.285	\$0.285
	Number of Miles Traveled per Vehicle per Week     Number of Participants per Vehicle	250 4.00	100 4.00	250 4.00	100 4.00	250 4.00	100 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		\$706.25
	Mileage Cost per Participant per Billable Hour	\$1.38	\$0.55	\$1.38	\$0.55	\$1.38	\$0.55
ity	- Square Feet of Service Space per Participant - Annual Cost per Square Foot Annual Facility Cost per Participant Facility Cost per Participant per Billable Hour	100 \$15.00	100 \$18.00	100 \$15.00	100 \$18.00		100 \$18.00
Facility	Annual Facility Cost per Participant	\$1,500.00	\$1,800.00	\$1,500.00	\$1,800.00	\$1,500.00	\$1,800.00
Н			\$1.41		\$1.41	4	
Sup- plies	- Cost of Supplies per Participant per Day Supply Cost per Participant per Billable Hour	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
S			\$0.17	2. (2.	/	7, 7,	//
	- Program Support Funding per Participant per Day	\$15.00	\$15.00	\$15.00	\$15.00	7	\$15.00
oort,	- Program Support Funding per Participant per Day Program Support Cost per Participant per Billable Hour Cost per Billable Hour Before Administration - Administration Percent Administration Cost per Participant per Billable Hour Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate Weekly General Excise Tax Cost per Participant	\$2.73	\$2.49	\$2.71	\$2.47	<i>7</i>	\$2.45
Program Support, Admin., and Taxes	Cost per Billable Hour Before Administration	\$10.57	\$9.27	\$13.05	\$11.53	// // // // // // // // // // // // //	
	- Administration Percent  Administration Cost per Participant per Billable Hour	10.0% \$1.17	10.0% \$1.03	10.0% \$1.45	10.0% \$1.28	10.0% <b>\$1.71</b>	2.
	Cost per Billable Hour Before General Excise Tax	\$11.74	\$10.30	\$14.50	\$1.28 \$12.81	<i>4</i> : <i>4</i> :	8
Pr	- General Excise Tax Rate	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	//
	Total Cost per Billable Hour Rate per 15 Minutes	\$12.23	\$10.79		\$13.41		<i>''</i>
	Rate per 15 Minutes	\$3.06	\$2.70	\$3.78	\$3.35	\$4.46	\$4.00

### 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 - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$13.60 31.3% \$17.85	\$13.60 31.3% \$17.85
ges and	Productivity Adjustments Total Hours	40.00	40.00
taff Wa	<ul> <li>Transporting participants</li> <li>Attending ISP Meetings</li> <li>Recordkeeping and Reporting</li> </ul>	4.50 0.23 0.45	1.80 0.23 0.45
pport S	- Employer and One-on-One Supervision Time - Training	0.68 0.46	0.68 0.46
irect Su	- Paid Time Off "Billable" Hours Productivity Factor	3.54 30.14 1.33	3.54 32.84 1.22
Д	Staff Cost After Productivity Adj. per Billable Hour	\$23.74	\$21.78
Attendance	- Annual Days of Program Operations - Participant Attendance Rate - Annual Days of Participant Attendance - Hours per Day of Participant Attendance  Hours per Yoan of Participant Attendance	250.0 85% 212.5 6.00	250.0 85% 212.5 6.00
	Hours per Year of Participant Attendance  Depreciation Costs	1,275	1,275
	- Purchase Price - Salvage Value	\$40,000 30%	\$40,000 30%
age	- Useful Life (Miles) Depreciation Cost per Mile	100,000 \$0.280	100,000 \$0.280
Mileage	Operating Costs Amount per Mile	\$0.285	\$0.285
	Number of Miles Traveled per Vehicle per Week     Number of Participants per Vehicle     Allocated Miles per Participant per Week     Annual Mileage Cost/ Participant (at 250 days of operation)	250 4.00 62.5 \$1,765.63	100 4.00 25.0 \$706.25
	Mileage Cost per Participant (at 250 days of operation)	\$1,703.03 \$1.38	\$0.55
Facility	- Square Feet of Service Space per Participant - Annual Cost per Square Foot Annual Facility Cost per Participant	100 \$15.00 \$1,500.00	100 \$18.00 \$1,800.00
- S	Facility Cost per Participant per Billable Hour	\$1.18	\$1.41
Sup- plies	- Cost of Supplies per Participant per Day Supply Cost per Participant per Billable Hour	\$1.00 \$0.17	\$1.00 \$0.17
ort, d Taxes	- Program Support Funding per Day Program Support Cost per Billable Hour	\$15.00 \$2.49	\$15.00 \$2.28
Program Support, Administration, and Taxes	Cost per Billable Hour Before Administration - Administration Percent	\$28.96 10.0%	\$26.19 10.0%
Progra. ministra	Administration Cost per Billable Hour  Cost per Billable Hour Before General Excise Tax	\$3.22 \$32.18	\$2.91 \$29.10
Adı	- General Excise Tax Rate  General Excise Tax Cost per Billable Hour	4.0% \$1.34	4.5% \$1.37
	Total Cost per Billable Hour Rate per 15 Minutes	\$33.52 <b>\$8.38</b>	\$30.47 <b>\$7.62</b>

#### Adult Day Health, Enhanced Behavioral Services, 1:1

		Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$15.86 28.6% \$20.39	\$15.86 28.6% \$20.39
ges and	Productivity Adjustments Total Hours	40.00	40.00
aff Waş	<ul> <li>Transporting participants</li> <li>Attending ISP Meetings</li> <li>Recordkeeping and Reporting</li> </ul>	4.46 0.22 0.45	1.78 0.22 0.45
pport St	- Employer and One-on-One Supervision Time - Training	0.89 0.77	0.89 0.77
rect Sup	- Paid Time Off "Billable" Hours Productivity Factor	3.54 29.67 1.35	3.54 32.35 1.24
D	Staff Cost After Productivity Adj. per Billable Hour	\$27.53	\$25.28
Attendance	- Annual Days of Program Operations - Participant Attendance Rate - Annual Days of Participant Attendance - Hours per Day of Participant Attendance	250.0 85% 212.5 6.00	250.0 85% 212.5 6.00
	Hours per Year of Participant Attendance  Depreciation Costs - Purchase Price	1,275 \$40,000	1,275 \$40,000
	- Salvage Value - Useful Life (Miles) Depreciation Cost per Mile	30% 100,000 \$0.280	30% 100,000 \$0.280
Mileage	Operating Costs Amount per Mile	\$0.28 <mark>5</mark>	\$0.285
	- Number of Miles Traveled per Vehicle per Week - Number of Participants per Vehicle Allocated Miles per Participant per Week Annual Mileage Cost/ Participant (at 250 days of operation)	250 4.00 62.5 \$1,765.63	100 4.00 25.0 \$706.25
	Mileage Cost per Participant per Billable Hour	\$1.38	\$0.55
Facility	- Square Feet of Service Space per Participant - Annual Cost per Square Foot Annual Facility Cost per Participant Facility Cost per Participant per Billable Hour	\$15.00 \$1,500.00 \$1,18	100 \$18.00 \$1,800.00 <b>\$1.41</b>
Sup- plies	- Cost of Supplies per Participant per Day Supply Cost per Participant per Billable Hour	\$1.00 <b>\$0.17</b>	\$1.00 <b>\$0.17</b>
ort, I Taxes	- Program Support Funding per Day Program Support Cost per Billable Hour	\$15.00 \$2.53	\$15.00 \$2.32
Program Support, Administration, and Taxes	Cost per Billable Hour Before Administration - Administration Percent Administration Cost per Billable Hour	\$32.79 10.0% \$3.64	\$29.73 10.0% \$3.30
Progr Administr	Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate	\$36.43 4.0%	\$33.03 4.5%
	General Excise Tax Cost per Billable Hour  Total Cost per Billable Hour  Rate per 15 Minutes	\$1.52 \$37.95 <b>\$9.49</b>	\$1.56 \$34.59 <b>\$8.65</b>

#### **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	<del>, , , , , , , , , , , , , , , , , , , </del>	15 Minute
	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$13.60 31.3% \$17.85	\$13.60 31.3% \$17.85	() Y	\$13.60 31.3% \$17.85	31.3%	
nefits	Productivity Adjustments Total Hours	40.00	40.00	40.00	40.00	ý	40.00
and Be	- Transporting participants - Attending ISP Meetings	4.48 0.22	1.79 0.22	4.48 0.22	1.79 0.22	4.48 0.22	1.79 0.22
Vages	- Program Development - Recordkeeping and Reporting	0.90 0.45	0.90 0.45	0.90 0.45	0.90 0.45	0.90 0.45	0.90 0.45
Staff V	- Employer and One-on-One Supervision Time - Training	0.67 0.62	0.67 0.62	0.67 0.62	0.67 0.62	0.67 0.62	0.67 0.62
pport 3	- Paid Time Off "Billable" Hours	3.54 29.12	3.54 31.81	3.54 29.12	3.54 31.81	29.12	2
Direct Support Staff Wages and Benefits	Productivity Factor Hourly Staff Cost per Billable Hour	1.37 \$24.45	1.26 \$22.49	1.37 \$24.45	1.26 \$22.49	1.37 \$24.45	1.26 \$22.49
Dir	Staffing Ratio  - Group Size (Participants per Direct Support Staff)  - Participant Attendance Rate	3.0 85%	3.0 85%	2.0 85%	2.0 85%	1.5 85%	1.5 85%
	- Adjusted Weighted Avg. of Number of Participants per Staff Staff Cost per Participant per Billable Hour	2.55 <b>\$9.59</b>	2.55 <b>\$8.82</b>	1.70 <b>\$14.38</b>	1.70 <b>\$13.23</b>	1.28 <b>\$19.10</b>	1.28 <b>\$17.57</b>
Attendance	Annual Days of Program Operations     Annual Days of Participant Attendance	250.0 212.5	250.0 212.5	250.0 212.5	250.0 212.5	250.0 212.5	250.0 212.5
Atten	- Hours per Day of Participant Attendance Hours per Year of Participant Attendance	6.00 1,275	6.00 1,275	9 (0)	6.00 1,275	6.00	6.00 1,275
	Depreciation Costs - Purchase Price	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
	- Salvage Value - Useful Life (Miles)	30% 100,000	30% 100,000	30%	30% 100,000	30%	30% 100,000
age	Depreciation Cost per Mile  Operating Costs	\$0.280	\$0.280	\$0.280	\$0.280	\$0.280	\$0.280
Mileage	Amount per Mile - Number of Miles Traveled per Vehicle per Week	\$0.285 400	\$0.285 160	\$0.285 400	\$0.285 160	\$0.285 400	\$0.285 160
	- Number of Participants per Vehicle     Allocated Miles per Participant per Week	4.00 100.0	4.00 40.0	4.00 100.0	4.00 40.0	4.00 100.0	4.00 40.0
	Annual Mileage Cost/Participant (at 250 days of operation)	\$2,825.00	\$1,130.00 <b>\$0.89</b>	\$2,825.00 \$2.22	\$1,130.00 <b>\$0.89</b>	\$2,825.00	\$1,130.00 <b>\$0.89</b>
lity	- Square Feet of Service Space per Participant - Annual Cost per Square Foot Annual Facility Cost per Participant Facility Cost per Participant per Billable Hour	100 \$15.00	100 \$18.00	100	100 \$18.00	100	100
Facility	Annual Facility Cost per Participant  Facility Cost per Participant per Billable Hour	\$1,500.00 <b>\$1.18</b>	\$1,800.00 <b>\$1.41</b>	\$1,500.00 <b>\$1.18</b>	\$1,800.00 <b>\$1.41</b>	\$1,500.00	\$1,800.00
Sup- plies	- Cost of Supplies per Participant per Day  Supply Cost per Participant per Billable Hour		\$1.00 \$0.17	\$1.00	\$1.00	\$1.00	\$1.00
t, es			\$15.00 \$2.36	\$15.00 \$2.58	\$15.00 \$2.36	7 7	\$15.00 \$2.36
Program Support, Admin., and Taxes	Cost per Billable Hour Before Administration	\$15.74	\$13.65	\$20.53	\$18.06	\$25.25	\$22.40
	- Program Support Funding per Participant per Day Program Support Cost per Participant per Billable Hour Cost per Billable Hour Before Administration - Administration Percent Administration Cost per Participant per Billable Hour Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate Weekly General Excise Tax Cost per Participant	10.0% \$1.75	10.0% \$1.52	10.0% \$2.28	10.0% \$2.01	10.0% \$2.81	10.0% \$2.49
Pro <sub>1</sub> Adır	Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate	\$17.49 4.0%	\$15.17 4.5%	4.0%	\$20.07 4.5%	4.0%	
	Weekly General Excise Tax Cost per Participant	\$0.73	\$0.71	$\gamma = \gamma$	7	7	,
	Total Cost per Billable Hour Rate per 15 Minutes	\$18.22 <b>\$4.56</b>	\$15.88 <b>\$3.97</b>		\$21.02 <b>\$5.26</b>		

#### **Community Learning Service, 1:1**

Unit of Service			Islands
		15 Minutes //	15 Minutes
Dia correcte 1			
- Direct Staff Hourly		\$13.60	\$13.60
- Employee Benefit l	Rate (as a percent of wages)	31.3%	31.3%
Hourly Staff Cost Before  Productivity Adjustment Total Hours  Total Hours  Travel Time (Between the control of	ore Productivity Adj. (wages + benefits)	\$17.85	\$17.85
Productivity Adjustmen	nts		
ਰਿ Total Hours		40.00	40.00
g - Travel Time (Betw	een Participants)	4.48	2.02
- Attending ISP Mee	tings	0.22	0.22
- Program Developm	ent	0.90	0.90
- Missed Appointme	nts	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
్లో "Billable" Hours		28.67	31.13
Productivity Factor		1.40	1.28
Staff Cost After Prod	uctivity Adj. per Billable Hour	\$24.99	\$22.85
و - Number of Miles T	raveled per Week	280	112
- Number of Miles T - Amount per Mile Weekly Mileage Cost		\$0.535	\$0.535
Weekly Mileage Cost		\$149.80	\$59.92
Mileage Cost per Bill	able Hour	\$5.22	\$1.92
- Program Support F	unding per Day	\$15.00	\$15.00
Program Support Co	7//	\$2.62	\$2.41
Cost per Billable Hour	Before Administration	\$32.83	\$27.18
S S - Administration Per		10.0%	10.0%
Administration Cost	per Billable Hour	\$3.65	\$3.02
Thodding Tho	Before General Excise Tax	\$36.48	\$30.20
- General Excise Tax		4.0%	4.5%
<b>⋖</b> General Excise Tax C	ost per Billable Hour	\$1.52	\$1.42
Total Cost per Billable	Hour	\$38.00	\$31.62
Rate per 15 Minutes		\$9.50	\$7.91

### **Community Learning Service, Multiple Staff**

		2:	1	3:1	l
		Big Island	Other Islands	Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes
	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60
- - S3	- Employee Benefit Rate (as a percent of wages)	31.3%	0		31.3%
efit	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85
Direct Support Staff Wages and Benefits Primary Staff	Productivity Adjustments				
and	Total Hours	40.00	40.00	40.00	40.00
Staff Wages Primary Staff	- Travel Time (Between Participants) - Attending ISP Meetings	4.48 0.22	2.02 0.22	4.48 0.22	2.02 0.22
Wa ry S	- Program Development	0.90	0.22	0.90	0.22
taff	- Missed Appointments	0.45	0.45	0.45	0.45
rt S Pri	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
odd	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67
Sul	- Training - Paid Time Off	0.62 3.54	0.62 3.54	0.62 3.54	0.62 3.54
rect	"Billable" Hours	28.67	31.13	28.67	31.13
Ä	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 Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60
ts -	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%
Direct Support Staff Wages and Benefits Additional Staff	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85
d Be	Productivity Adjustments				
s an	Total Hours	40.00	40.00	40.00	40.00
rt Staff Wages an Additional Staff	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03
W	- Missed Appointments - Employer and One-on-One Supervision Time	0.45 0.68	0.45 0.68	0.45 0.68	0.45 0.68
taff	- Training	0.46	0.46	0.46	0.46
Ad Ad	- Paid Time Off	3.54	3.54	3.54	3.54
oddı	"Billable" Hours	30.37	32.84	30.37	32.84
t Su	Productivity Factor	1.32	1.22	1.32	1.22
)irec	Staff Cost After Productivity Adj. per Billable Hour	\$23.56	\$21.78	\$23.56	\$21.78
	Number of Additional Staff	1	1	2	2 042.56
	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
lile	- Amount per Mile Weekly Mileage Cost	\$0.535 \$149.80	\$0.535 \$59.92	\$0.535 \$149.80	\$0.535 \$59.92
2	Mileage Cost per Billable Hour (for Primary Staff)	\$149.80 \$5.22	\$39.92 \$1.92	\$149.80 \$5.22	\$39.92 <b>\$1.92</b>
S.		%	8a - 9a	9),	
,	- Program Support Funding per Day Program Support Cost per Billable Hour	\$15.00 \$2.62	\$15.00 <b>\$2.41</b>	\$15.00 \$2.62	\$15.00 \$2.41
oort ad T		0	8	8)	
Supp 1, an	Cost per Billable Hour Before Administration	\$56.39	\$48.96	\$79.95	\$70.74
um S	- Administration Percent Administration Cost per Billable Hour	10.0%	10.0% \$5.44	10.0%	10.0%
Program Support, ninistration, and Ta		\$6.27	\$5.44	\$8.88	\$7.86
Program Support, Administration, and Taxes	Cost per Billable Hour Before General Excise Tax	\$62.66	\$54.40	\$88.83	\$78.60
Ad	- General Excise Tax Rate General Excise Tax Cost per Billable Hour	4.0% \$2.61	4.5% \$2.56	4.0% \$3.70	4.5% \$3.70
		%			
	Total Cost per Billable Hour Rate per 15 Minutes	\$65.27 <b>\$16.32</b>	\$56.96 <b>\$14.24</b>	\$92.53 <b>\$23.13</b>	\$82.30 <b>\$20.58</b>
	ran per 15 minutes	/// \$10.34	η φ14.44 γ	// <sub>1</sub> φΔ3.13 ////	φ40.30

#### Community Learning Service, Enhanced Behavioral Services, 1:1

		Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes
nefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$15.86 28.6% \$20.39	\$15.86 28.6% \$20.39
ges and Be	Productivity Adjustments Total Hours - Travel Time (Between Participants)	40.00 4.46	40.00 2.01
rt Staff Wa	<ul> <li>- Attending ISP Meetings</li> <li>- Program Development</li> <li>- Missed Appointments</li> <li>- Recordkeeping and Reporting</li> </ul>	0.22 0.89 0.45 0.45	0.22 0.89 0.45 0.45
Direct Support Staff Wages and Benefits	- Employer and One-on-One Supervision Time - Training - Paid Time Off "Billable" Hours	0.89 0.77 3.54 28.33	0.89 0.77 3.54 30.78
Q	Productivity Factor  Staff Cost After Productivity Adj. per Billable Hour	1.41 <b>\$28.75</b>	1.30 <b>\$26.51</b>
Mileage	<ul> <li>Number of Miles Traveled per Week</li> <li>Amount per Mile</li> <li>Weekly Mileage Cost</li> <li>Mileage Cost per Billable Hour</li> </ul>	280 \$0.535 \$149.80 \$5.29	\$0.535 \$59.92 \$1.95
port, nd Taxes	- Program Support Funding per Day  Program Support Cost per Billable Hour	\$15.00 \$2.65	\$15.00 \$2.44
Program Support, Administration, and Taxes	Cost per Billable Hour Before Administration - Administration Percent Administration Cost per Billable Hour	\$36.69 10.0% \$4.08	\$30.90 10.0% \$3.43
Prc Admini	Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate General Excise Tax Cost per Billable Hour	\$40.77 4.0% \$1.70	\$34.33 4.5% <b>\$1.62</b>
	Total Cost per Billable Hour Rate per 15 Minutes	\$42.47 <b>\$10.62</b>	\$35.95 <b>\$8.99</b>

#### Community Learning Service, Enhanced Behavioral Services, 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 Staff Hourly Wage	\$15.86	\$15.86	\$15.86	\$15.86
S.	- Employee Benefit Rate (as a percent of wages)	28.6%	28.6%	4. 44	28.6%
nefit	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.39	\$20.39	\$20.39	\$20.39
Direct Support Staff Wages and Benefits - Primary Staff	Productivity Adjustments				
anc	Total Hours - Travel Time (Between Participants)	40.00 4.46	40.00 2.01	40.00 4.46	40.00 2.01
Staff Wages Primary Staff	- Attending ISP Meetings	0.22	0.22	0.22	0.22
W i	- Program Development	0.89	0.89	0.89	0.89
staff ima	- Missed Appointments	0.45	0.45	0.45	0.45
ort S Pr	- Recordkeeping and Reporting - Employer and One-on-One Supervision Time	0.45 0.89	0.45 0.89	0.45 0.89	0.45
)ddr	- Employer and One-on-One Supervision Time - Training	0.89	0.89	0.89	0.89 0.77
st Sı	- Paid Time Off	3.54	3.54	3.54	3.54
)ire	"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.	\$28.75	\$26.51	\$28.75	\$26.51
1	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	\$13.60
fits	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%
Direct Support Staff Wages and Benefits - Additional Staff	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	\$17.85
nd E	Productivity Adjustments Total Hours	40.00	40.00	40.00	40.00
rt Staff Wages an Additional Staff	- Travel Time (Between Participants)	40.00	2.03	40.00	2.03
Nag	- Missed Appointments	0.45	0.45	0.45	0.45
aff v	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68
t St Addi	- Training - Paid Time Off	0.46 3.54	0.46 3.54	0.46 3.54	0.46 3.54
iodc	"Billable" Hours	30.37	32.84	30.37	32.84
Sul	Productivity Factor	1.32	1.22	1.32	1.22
irect	Staff Cost After Productivity Adj. per Billable Hour	\$23.56	\$21.78	\$23.56	\$21.78
D	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
Tile	- Amount per Mile Weekly Mileage Cost	\$0.535 \$149.80	\$0.535 \$59.92	\$0.535 \$149.80	\$0.535 \$59.92
	Mileage Cost per Billable Hour (for Primary Staff)	\$5.29	\$1.95	\$5.29	\$1.95
es	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00
t, Tax	Program Support Cost per Billable Hour	\$2.65	\$2.44	\$2.65	\$2.44
ppol	Cost per Billable Hour Before Administration	\$60.25	\$52.68	\$83.81	\$74.46
n Su on,	- Administration Percent	10.0%	10.0%	10.0%	10.0%
Program Support, inistration, and T	Administration Cost per Billable Hour	\$6.69	\$5.85	\$9.31	\$8.27
Program Support, Administration, and Taxes	Cost per Billable Hour Before General Excise Tax	\$66.94	\$58.53	\$93.12	\$82.73
Adn	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%
	General Excise Tax Cost per Billable Hour	\$2.79	\$2.76	\$3.88	\$3.90
	Total Cost per Billable Hour	\$69.73	\$61.29	\$97.00	\$86.63
	Rate per 15 Minutes	\$17.43	\$15.32	\$24.25	\$21.66

#### 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
Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$13.60	\$13.60
en	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	12.7%	12.7%
d B	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	4	\$15.32
Staff Wages and ]	Productivity Adjustments				
\ \ \ \ \ \ \	Total Hours	40.00	40.00	40.00	40.00
H V	- Attending ISP Meetings	0.22	0.22	0.22	0.22
Sta	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
JT.	- Training	0.62	0.62	0.62	0.62
odd	- Paid Time Off	3.54	3.54	3.54	3.54
Su	"Billable" Hours	35.17	35.17	35.17	35.17
ect	Productivity Factor	1.14	1.14	1.14	1.14
Direct Support	Staff Cost After Productivity Adj. per Billable Hour	\$13.49	\$13.49	\$17.46	\$17.46
e,	- Number of Miles Traveled per Week	100	40	100	40
eag	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535
Mileage	Weekly Mileage Cost	\$53.50	\$21.40	\$53.50	\$21.40
	Mileage Cost per Billable Hour	\$1.52	\$0.61	\$1.52	\$0.61
	Total Cost per Billable Hour	\$15.01	\$14.10	\$18.98	\$18.07
	Rate per 15 Minutes	\$3.75	\$3.53	\$4.75	\$4.52

#### 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
and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$13.60	\$13.60
ene	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	12.7%	12.7%
ld B	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	4	\$15.32	\$15.32
s ar	Productivity Adjustments				
age	Total Hours	40.00	40.00	40.00	40.00
≽	- Attending ISP Meetings	0.45	0.45	0.45	0.45
taff	- Recordkeeping and Reporting	0.67	0.67	0.67	0.67
t.	- Training	0.62	0.62	0.62	0.62
lod	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	34.72	34.72	34.72	34.72
Direct Support Staff Wages	Productivity Factor	1.15	1.15	1.15	1.15
Dire	Staff Cost After Productivity Adj. per Billable Hour	\$13.60	\$13.60	\$17.62	\$17.62
o	- Number of Miles Traveled per Week	100	40	100	40
Mileage	- 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
	Total Cost per Billable Hour	\$15.14	\$14.22	\$19.16	\$18.24
	- Number of Participants	2	2	2	2
	Rate per 15 Minutes	\$1.89	\$1.78	\$2.40	\$2.28

#### **Discovery and Career Planning**

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

### **Benefits Planning**

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

#### **Individual Employment Supports**

		Job Development		Job Coa	aching
ſ		Big Island	Other Islands	Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes
	- Direct Staff Hourly Wage	\$23.28	\$23.28	\$20.99	\$20.99
Direct Support Staff Wages and Benefits	- Employee Benefit Rate (as a percent of wages)	23.0%	23.0%	24.4%	24.4%
ene	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.64	\$28.64	\$26.11	\$26.11
nd E	Productivity Assumptions				
s a	Total Hours	40.00	40.00	40.00	40.00
age	- Travel Time (Between Participants)	2.23	1.12	4.46	2.01
W	- Program Development	1.78	1.78		-
tafi	- Attending ISP Meetings	0.22	0.22	0.22	0.22
rt S	- Recordkeeping and Reporting - Employer and One-on-One Supervision Time	0.45	0.45	0.45	0.45
odo	- Employer and One-on-One Supervision Time - Training	0.67 0.77	0.67 0.77	0.67 0.77	0.67 0.77
Suj	- Paid Time Off	3,54	3.54	3.54	3.54
ect	"Billable" Hours	30.34	31.45	29.89	32.34
Dir	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
		\$37.00	φ <b>30.</b> 37		φ32.30
Mileage	- Number of Miles Traveled per Week	90	36	280	112
ilea	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535
Σ	Weekly Mileage Cost	\$48.15	\$19.26	\$149.80	\$59.92
	Mileage Cost per Billable Hour	\$1.59	\$0.61	\$5.01	\$1.85
xes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00
ort, 1 Ta	Program Support Cost per Billable Hour	\$2.47	\$2.38	\$2.51	\$2.32
Program Support, inistration, and T	Cost per Billable Hour Before Administration	\$41.86	\$39.36	\$42.51	\$36.55
n Sì ion	- Administration Percent	10.0%	10.0%	10.0%	10.0%
gran	Administrative Cost per Billable Hour	\$4.65	\$4.37	\$4.72	\$4.06
Program Support, Administration, and Taxes	Cost per Billable Hour Before General Excise Tax	\$46.51	\$43.73	\$47.23	\$40.61
√dn	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%
A	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

### 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 - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)  Productivity Adjustments  Total Hours - Travel Time (Between Participants) - Recordkeeping and Reporting - Employer and One-on-One Supervision Time - Training - Paid Time Off  "Billable" Hours	\$10.61 36.7% \$14.50 40.00 1.13 0.45 0.68 0.46 3.54 33.74	\$10.61 36.7% \$14.50 40.00 0.54 0.45 0.68 0.46 3.54 34.33
Direct	Productivity Factor Staff Cost After Productivity Adj. per Billable Hour	1.19 <b>\$17.26</b>	1.17 <b>\$16.97</b>
Mileage	- Number of Miles Traveled per Week - Amount per Mile Weekly Mileage Cost Mileage Cost per Billable Hour	45 \$0.535 \$24.08 <b>\$0.71</b>	18 \$0.535 \$9.63 <b>\$0.28</b>
Program Support, Administration, and Taxes	- Program Support Funding per Day Program Support Cost per Billable Hour Cost per Billable Hour (Day) Before Admin. and Support - Administration Percent Administrative Cost per Billable Hour	\$15.00 \$2.22 \$20.19 10.0% \$2,24	\$15.00 \$2.18 \$19.43 10.0% \$2.16
Progr Administi	Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate General Excise Tax Cost per Billable Hour	\$22.43 4.0% \$0.93	\$21.59 4.5% \$1.02
	Total Cost per Billable Hour Rate per Participant per 15 Minutes	\$23.36 <b>\$5.84</b>	\$22.61 <b>\$5.65</b>

#### 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
and Benefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$10.61 36.7% \$14.50	') //	\$10.61 36.7% \$14.50	\$10.61 36.7% \$14.50
Direct Support Staff Wages and Benefits	Productivity Adjustments  Total Hours  - Travel Time (Between Participants)  - Recordkeeping and Reporting  - Employer and One-on-One Supervision Time  - Training  - Paid Time Off  "Billable" Hours  Productivity Factor  Staff Cost After Productivity Adj. per Billable Hour	40.00 1.13 0.45 0.68 0.46 3.54 33.74 1.19 \$17.26	9 (/,	40.00 1.13 0.45 0.68 0.46 3.54 33.74 1.19 \$17.26	40.00 0.54 0.45 0.68 0.46 3.54 34.33 1.17 \$16.97
Mileage	<ul> <li>Number of Miles Traveled per Week</li> <li>Amount per Mile</li> <li>Weekly Mileage Cost</li> <li>Mileage Cost per Billable Hour</li> </ul>	45 \$0.535 \$24.08 <b>\$0.71</b>	18 \$0.535 \$9.63 <b>\$0.28</b>	45 \$0.535 \$24.08 <b>\$0.71</b>	18 \$0.535 \$9.63 <b>\$0.28</b>
Program Support, Administration, and Taxes	- Program Support Funding per Day  Program Support Cost per Billable Hour  Cost per Billable Hour (Day) Before Admin. and Support	\$30.00 \$4.45 \$22.42	\$30.00 \$4.37 \$21.62	\$45.00 \$6.67 \$24.64	\$45.00 \$6.55 \$23.80
Program Support, inistration, and T	- Administration Percent  Administrative Cost per Billable Hour	10.0% \$2.49	10.0% \$2.40	10.0% \$2.74	10.0% \$2.64
Pro Admini	Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate General Excise Tax Cost per Billable Hour	\$24.91 4.0% <b>\$1.04</b>	\$24.02 4.5% \$1.13	\$27.38 4.0% <b>\$1.14</b>	\$26.44 4.5% \$1.25
	Total Cost per Billable Hour	\$25.95	\$25.15	\$28.52	\$27.69
	- Number of Participants  Rate per Participant per 15 Minutes	\$3.24	\$3.14	\$2.38	\$2.31

#### 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
es and	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages)  Hourly Stoff Cost Refere Productivity Addi (wages + benefit)	\$10.10 17.1%	17.1%	16.3%	16.3%
taff Wages fits	Hourly Staff Cost Before Productivity Adj. (wages + benefits)  Productivity Adjustments  Total Hours	\$11.83 40.00	40.00	\$12.34 40.00	\$12.34 40.00
pport Staff Benefits	- Recordkeeping and Reporting - Training	0.45 0.46	0.45 0.46	0.45 0.46	0.45 0.46
Direct Support Staff Benefits	- Paid Time Off "Billable" Hours Productivity Factor Staff Cost After Productivity Adj. per Billable Hour	3.54 35.55 1.13	3.54 35.55 1.13	3.54 35.55 1.13	3.54 35.55 1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$13.37	\$13.37	\$13.94	\$13.94
	Total Cost per Billable Hour Rate per 15 Minutes	\$13.37 <b>\$3.34</b>	2	\$13.94 <b>\$3.49</b>	\$13.94 <b>\$3.49</b>

#### 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
'ages and	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$10.10 17.1% \$11.83	17.1%	16.3%	16.3%
Direct Support Staff Wages Benefits	Productivity Adjustments Total Hours - Recordkeeping and Reporting - Training - Paid Time Off	40.00 0.68 0.46	40.00 0.68 0.46	0.46	0.46
Direct St	"Billable" Hours Productivity Factor Staff Cost After Productivity Adj. per Billable Hour	3.54 35.32 1.13 \$13.37			35.32 1.13
	Total Cost per Billable Hour	\$13.37	\$13.37	\$13.94	\$13.94
	- Number of Participants Rate per Participant per 15 Minutes	2 \$1.67	2 \$1.67	2 \$1.74	2 \$1.74

#### Nursing Respite, Registered Nurse, 1:1

		Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes
nd Benefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$44.37 16.6% \$51.74	\$44.37 16.6% \$51.74
Direct Support Staff Wages and Benefits	Productivity Adjustments  Total Hours  - Travel Time (Between Participants)  - Recordkeeping and Reporting  - Employer and One-on-One Supervision Time  - Training  - Paid Time Off  "Billable" Hours  Productivity Factor	40.00 1.13 0.45 0.45 0.46 3.54 33.97 1.18	40.00 0.54 0.45 0.45 0.46 3.54 34.56 1.16
Mileage	- Number of Miles Traveled per Week - Amount per Mile Weekly Mileage Cost Mileage Cost per Billable Hour	\$61.05 45 \$0.535 \$24.08 \$0.71	\$60.02 18 \$0.535 \$9.63 \$0.28
oort, nd Taxes	- Program Support Funding per Day Program Support Cost per Billable Hour	\$15.00 \$2.21	\$15.00 \$2.17
Program Support, Administration, and Taxes	Cost per Billable Hour (Day) Before Admin. and Support - Administration Percent Administrative Cost per Billable Hour	\$63.97 10.0% <b>\$7.11</b>	\$62.47 10.0% \$ <b>6.94</b>
Pro Admini	Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate General Excise Tax Cost per Billable Hour	\$71.08 4.0% <b>\$2.96</b>	\$69.41 4.5% \$3.27
	Total Cost per Billable Hour  Rate per Participant per 15 Minutes	\$74.04 <b>\$18.51</b>	\$72.68 <b>\$18.17</b>

#### Nursing Respite, Registered Nurse, Groups

		1:2	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 - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$44.37 16.6% \$51.74	0.	7.	7
f Wages a	Productivity Adjustments Total Hours - Travel Time (Between Participants)	40.00 1.13	40.00 0.54	40.00 1.13	40.00 0.54
pport Stafi	<ul> <li>Recordkeeping and Reporting</li> <li>Employer and One-on-One Supervision Time</li> <li>Training</li> <li>Paid Time Off</li> </ul>	0.45 0.45 0.46 3.54	0.45 0.45 0.46 3.54	0.45 0.45 0.46 3.54	0.45 0.45 0.46 3.54
Direct Su	"Billable" Hours Productivity Factor Staff Cost After Productivity Adj. per Billable Hour	33.97 1.18 <b>\$61.05</b>	34.56 1.16 <b>\$60.02</b>	33.97 1.18 <b>\$61.05</b>	34.56 1.16 <b>\$60.02</b>
Mileage	- Number of Miles Traveled per Week - Amount per Mile Weekly Mileage Cost Mileage Cost per Billable Hour	45 \$0.535 \$24.08 \$0.71	18 \$0.535 \$9.63	45 \$0.535 \$24.08 <b>\$0.71</b>	18 \$0.535 \$9.63 \$0.28
ort, 1 Taxes	- Program Support Funding per Day Program Support Cost per Billable Hour	\$30.00 \$4.42	\$30.00 \$4.34	\$45.00 \$6.62	\$45.00 \$6.51
Program Support, Administration, and Taxes	Cost per Billable Hour (Day) Before Admin. and Support - Administration Percent  Administrative Cost per Billable Hour	\$66.18 10.0% \$7.35	\$64.64 10.0% <b>\$7.18</b>	\$68.38 10.0% <b>\$7.60</b>	\$66.81 10.0% \$ <b>7.42</b>
Prog Administ	Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate General Excise Tax Cost per Billable Hour	\$73.53 4.0% \$3.06	\$71.82 4.5% \$3.38	\$75.98 4.0% \$3.17	\$74.23 4.5% \$3.50
-	Total Cost per Billable Hour	\$76.59	\$75.20	\$79.15	\$77.73
	- Number of Participants Rate per Participant per 15 Minutes	2 \$9.57	2 \$9.40	3 \$6.60	3 \$6.48

#### **Nursing Respite, Licensed Practical Nurse, 1:1**

		Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes
d Benefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.30 23.6% \$27.56	9
Direct Support Staff Wages and Benefits	Productivity Adjustments Total Hours - Travel Time (Between Participants) - Recordkeeping and Reporting - Employer and One-on-One Supervision Time - Training - Paid Time Off "Billable" Hours Productivity Factor	40.00 1.13 0.45 1.80 0.46 3.54 32.62 1.23	40.00 0.54 0.45 1.80 0.46 3.54 33.21 1.20
Mileage	- Number of Miles Traveled per Week - Amount per Mile Weekly Mileage Cost Mileage Cost per Billable Hour	\$33.90 45 \$0.535 \$24.08 \$0.74	\$33.07 18 \$0.535 \$9.63 \$0.29
oport, and Taxes	- Program Support Funding per Day Program Support Cost per Billable Hour	\$15.00 <b>\$2.30</b> \$36.94	\$15.00 \$2.26 \$35.62
Program Support, Administration, and Taxes	Cost per Billable Hour (Day) Before Admin. and Support - Administration Percent  Administrative Cost per Billable Hour  Cost per Billable Hour Before General Evoice Tay	\$36.94 10.0% <b>\$4.10</b> \$41.04	\$35.62 10.0% \$3.96 \$39.58
P <sub>1</sub> Admin	Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate  General Excise Tax Cost per Billable Hour	\$41.04 4.0% \$1.71	\$39.38 4.5% \$1.87
	Total Cost per Billable Hour Rate per Participant per 15 Minutes	\$42.75 <b>\$10.69</b>	\$41.45 <b>\$10.36</b>

#### **Nursing Respite, Licensed Practical Nurse, Groups**

		1:2		1:	3
		Big Island	Other Islands	Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes
ges and Benefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)  Productivity Adjustments Total Hours	\$22.30 23.6% \$27.56	23.6%	ý.	\$22.30 23.6% \$27.56
Direct Support Staff Wages and Benefits	- Travel Time (Between Participants) - Recordkeeping and Reporting - Employer and One-on-One Supervision Time - Training - Paid Time Off "Billable" Hours Productivity Factor  Staff Cost After Productivity Adj. per Billable Hour	1.13 0.45 1.80 0.46 3.54 32.62 1.23	0 0	1.13 0.45 1.80 0.46 3.54 32.62 1.23 \$33.90	0.54 0.45 1.80 0.46 3.54 33.21 1.20
Mileage	- Number of Miles Traveled per Week - Amount per Mile Weekly Mileage Cost Mileage Cost per Billable Hour	45 \$0.535 \$24.08 <b>\$0.74</b>	18 \$0.535 \$9.63 \$0.29	45 \$0.535 \$24.08 <b>\$0.74</b>	18 \$0.535 \$9.63 \$0.29
Program Support, Administration, and Taxes	- Program Support Funding per Day  Program Support Cost per Billable Hour  Cost per Billable Hour (Day) Before Admin. and Support  - Administration Percent  Administrative Cost per Billable Hour	\$30.00 \$4.60 \$39.24 10.0% \$4.36	\$30.00 \$4.52 \$37.88 10.0% \$4.21	\$45.00 \$6.90 \$41.54 10.0% \$4.62	\$45.00 \$6.78 \$40.14 10.0% \$4.46
Progr Administ	Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate General Excise Tax Cost per Billable Hour	\$43.60 4.0% \$1.82	\$42.09 4.5% \$1.98	\$46.16 4.0% \$1.92	\$44.60 4.5% \$2.10
	Total Cost per Billable Hour  - Number of Participants  Rate per Participant per 15 Minutes	\$45.42 2 \$5.68	\$44.07 2 \$5.51	\$48.08 3 \$4.01	\$46.70 3 \$3.89

#### Chore

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

#### **Chore, Consumer-Directed**

		Minimum Wage		Minimum Wage Assumed Ag	
		Big Island	Other Islands	Big Island	Other Islands
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes
р	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$12.02	\$12.02
an	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	14.4%	14.4%
ges	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$13.75	\$13.75
ort Staff Wages and Benefits	Productivity Adjustments Total Hours	40.00	40.00	40.00	40.00
t S	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
por	- Training	0.31	0.31	0.31	0.31
dnş	- Paid Time Off	3.54	3.54	3.54	3.54
Direct Support Ber	"Billable" Hours	35.70	35.70	35.70	35.70
ire	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
	Total Cost per Billable Hour	\$13.25	\$13.25	\$15.40	\$15.40
	Rate per 15 Minutes	\$3.31	\$3.31	\$3.85	\$3.85

#### **Non-Medical Transportation**

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

#### Non-Medical Transportation, Consumer-Directed

		Big Island	Other Islands
	Unit of Service	Mile	Mile
and	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages)	\$10.61 16.3%	\$10.61 16.3%
ages	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$12.34	\$12.34
Direct Support Staff Wages and Benefits	Productivity Adjustments Total Hours	40.00	40.00
ort Staff Benefits	- Recordkeeping and Reporting	0.45	0.45
ppo	- Training	0.46	0.46
Su	- Paid Time Off	3.54	3.54
Direct	"Billable" Hours Productivity Factor	35.55 1.13	35.55 1.13
	Weekly Staff Cost	\$495.72	\$495.72
e,	- Number of Miles Traveled per Week	1,350	1,200
eag	- Amount per Mile	\$0.535	\$0.535
Mileage	Weekly Mileage Cost	\$722.25	\$642.00
	- Number of Billable Miles per Week	93 <mark>5</mark>	1,000
	Total Cost per Week	\$1,217.97	\$1,137.72
	Total Rate per Mile	\$1.30	\$1.14

#### Skilled Nursing, Registered Nurse

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

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

#### Private Duty 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
fits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages)	\$44.37 16.6%	\$44.37 16.6%	\$44.37 16.6%	\$44.37 16.6%
Bene	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$51.74	\$51.74	\$51.74	\$51.74
	Productivity Assumptions Total Hours	40.00	40.00	40.00	40.00
Wage	- Travel Time (Between Participants) - Missed Appointments	4.50 0.45	2.03 0.45	4.50	2.03
Staff	- Recordkeeping and Reporting	1.13	1.13	1.58	1.58
pport	- Employer and One-on-One Supervision Time - Training	0.45 0.46	0.45 0.46	0.45 0.46	0.45 0.46
ect Su	- Paid Time Off "Billable" Hours	3.54 29.47	3.54 31.94	3.54 29.47	3.54 31.94
	Productivity Adjustment	1.36	1.25	1.36	1.25
	Staff Cost After Productivity Adj. per Billable Hour	\$70.37	\$64.68	\$70.37	\$64.68
Mileage	- Number of Miles Traveled per Week - Amount per Mile	180 \$0.535	72 \$0.535	180 \$0.535	72 \$0.535
Mile	Weekly Mileage Cost	\$96.30	\$38.52	\$96.30	\$38.52
	Mileage Cost per Billable Hour	\$3.27	\$1.21	\$3.27	\$1.21
Program Support, Administration, and Taxes	- Program Support Funding per Day  Program Support Cost per Billable Hour	\$15.00 \$2.54	\$15.00 <b>\$2.35</b>	\$30.00 \$5.09	\$30.00 \$4.70
Suppo n, and	Cost per Billable Hour Before Administration - Administration Percent	\$76.18 10.0%	\$68.24 10.0%	\$78.73 10.0%	\$70.59 10.0%
Program Support, ninistration, and T.	- Administration Fercent Administrative Cost per Billable Hour	\$8.46	\$7.58	\$8.75	\$7.84
Prog Iminis	Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate	\$84.64 4.0%	\$75.82 4.5%	\$87.48 4.0%	\$78.43 4.5%
Ad	General Excise Tax Cost per Billable Hour	\$3.53	\$3.57	\$3.65	\$3.70
	Total Cost per Billable Hour	\$88.17	\$79.39	\$91.13	\$82.13
	- Number of Participants	1 \$22.04	1 \$19.85	2 \$11.39	2 \$10.27
L	Rate per 15 Minutes	\$22.04	\$19.85 <b>%</b>	\$11.39 <i>\\\\\</i>	\$10.27

#### **Private Duty 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
enefits	<ul> <li>- Direct Staff Hourly Wage</li> <li>- Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> </ul>	\$22.30 23.6% \$27.56	\$22.30 23.6% \$27.56	\$22.30 23.6% \$27.56	\$22.30 23.6% \$27.56
Direct Support Staff Wages and Benefits	Productivity Assumptions Total Hours	40.00	40.00	40.00	40.00
aff Wage	<ul><li>Travel Time (Between Participants)</li><li>Missed Appointments</li><li>Recordkeeping and Reporting</li></ul>	4.50 0.45 1.13	2.03 0.45 1.13	4.50	2.03 - 1.58
pport St	- Employer and One-on-One Supervision Time - Training	1.80 0.46	1.80 0.46	1.58 1.80 0.46	1.80 0.46
irect Su	- Paid Time Off "Billable" Hours Productivity Adjustment	3.54 28.12 1.42	3.54 30.59 1.31	3.54 28.12 1.42	3.54 30.59 1.31
I	Staff Cost After Productivity Adj. per Billable Hour	\$39.14	\$36.10	\$39.14	\$36.10
Mileage	<ul> <li>Number of Miles Traveled per Week</li> <li>Amount per Mile</li> <li>Weekly Mileage Cost</li> <li>Mileage Cost per Billable Hour</li> </ul>	180 \$0.535 \$96.30 \$3.42	72 \$0.535 \$38.52 \$1.26	180 \$0.535 \$96.30 \$3.42	72 \$0.535 \$38.52 <b>\$1.26</b>
ort, d Taxes	- Program Support Funding per Day Program Support Cost per Billable Hour	\$15.00 \$2.67	\$15.00 \$2.45	\$30.00 \$5.33	\$30.00 \$4.90
Program Support, Administration, and Taxes	Cost per Billable Hour Before Administration - Administration Percent  Administrative Cost per Billable Hour	\$45.23 10.0% \$5.03	\$39.81 10.0% <b>\$4.42</b>	\$47.89 10.0% \$5.32	\$42.26 10.0% <b>\$4.70</b>
Prog Adminis	Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate General Excise Tax Cost per Billable Hour	\$50.26 4.0% <b>\$2.09</b>	\$44.23 4.5% <b>\$2.08</b>	\$53.21 4.0% \$2.22	\$46.96 4.5% \$2.21
	Total Cost per Billable Hour	\$52.35	\$46.31	\$55.43	\$49.17
	- Number of Participants  Rate per 15 Minutes	\$13.09	\$11.58	\$6.93	\$6.15

#### **Training and Consultation**

			Assistant Behavior Analyst		
		Big Island	Other Islands	Inter- island	Inter-island
	Unit of Service	15 Min.	15 Min.	15 Min.	15 Min.
S	- Direct Staff Hourly Wage	\$48.50	\$48.50	\$48.50	\$33.08
efit	- Employee Benefit Rate (as a percent of wages)	16.1%		16.1%	19.0%
3en	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$56.31	\$56.31	\$56.31	\$39.37
Direct Support Staff Wages and Benefits	Productivity Adjustments				
es a	Total Hours	40.00	40.00	10.00	10.00
/ag	- Travel Time (Between Participants)	6.75	3.15	4.65	4.65
ŦΜ	- Missed Appointments	0.45	0.45	-	-
Staf	- Recordkeeping and Reporting	1.13	1.13	0.25	0.25
ort	- Employer and One-on-One Supervision Time	0.45	0.45	0.10	0.10
ddı	- Training	0.46	0.46	0.12	0.12
t Su	- Paid Time Off	3.54	3.54	0.88	0.88
recı	"Billable" Hours Productivity Factor	27.22 1.47	30.82 1.30	4.00 2.50	4.00 2.50
Di				2.30 2	2.30
	Staff Cost After Productivity Adj. per Billable Hour	\$82.78	\$73.20	\$140.78	\$98.43
e,	- Number of Miles Traveled per Week	275	110		
Mileage	- Amount per Mile	\$0.535	\$0.535		
Mil	Weekly Mileage Cost	\$147.13	\$58.85		
	Mileage Cost per Billable Hour	\$5.41	\$1.91		
Travel Costs	- Trip Cost (air and ground transportation)			\$200.00	\$200.00
Tra	Travel Cost per Billable Hour			\$50.00	\$50.00
es	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00
rax.	Program Support Cost per Billable Hour	\$2.76	\$2.43	\$13.00	\$13.00
port					
dup 1, a	Cost per Billable Hour Before Administration	\$90.95	\$77.54	\$209.53	\$167.18
m S	- Administration Percent	10.0%	10.0%	¢0.73	\$9.63
Program Support, Administration, and Taxes	Administrative Cost per Billable Hour	\$10.11	\$8.62	\$8.62	\$8.62
Prc	Cost per Billable Hour Before General Excise Tax	\$101.06	\$86.16	\$218.15	\$175.80
Adr	- General Excise Tax Rate	4.0%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$4.21	\$4.06	\$10.28	\$8.28
	Rate per Hour	\$101.06	\$86.16	\$218.15	\$175.80

#### **Training and Consultation**

			nal, Physica Therapist	l, Speech	Dietician			
		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.	
nd Benefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)  Productivity Adjustments		\$38.40 17.7% \$45.19	17.7%		\$31.43 19.5% \$37.56	\$31.43 19.5% \$37.56	
. Wages ar	Total Hours - Travel Time (Between Participants) - Missed Appointments	40.00 6.75 0.45	40.00 3.15 0.45	10.00 4.65	40.00 6.75 0.45	40.00 3.15 0.45	10.00 4.65	
Direct Support Staff Wages and Benefits	Productivity Adjustments  Total Hours  - Travel Time (Between Participants)  - Missed Appointments  - Recordkeeping and Reporting  - Employer and One-on-One Supervision Time  - Training  - Paid Time Off  "Billable" Hours  Productivity Factor  Staff Cost After Productivity Adj. per Billable Hour	1.13 0.45 0.46 3.54	1.13 0.45 0.46 3.54	0.25 0.10 0.12 0.88	1.13 0.45 0.46 3.54	1.13 0.45 0.46 3.54	0.25 0.10 0.12 0.88	
Direct S	"Billable" Hours Productivity Factor Staff Cost After Productivity Adj. per Billable Hour	27.22 1.47 <b>\$66.43</b>	30.82 1.30 \$ <b>58.75</b>	4.00 2.50 \$112.98	27.22 1.47	30.82 1.30 \$48.83	4.00 2.50 <b>\$93.90</b>	
Mileage	- Number of Miles Traveled per Week - Amount per Mile Weekly Mileage Cost Mileage Cost per Billable Hour		110 \$0.535 \$58.85 <b>\$1.91</b>		275 \$0.535 \$147.13 \$5.41	110 \$0.535 \$58.85 <b>\$1.91</b>	1. 2.2. 2.	
Travel Costs	- Trip Cost (air and ground transportation)  Travel Cost per Billable Hour			\$200.00 \$50.00			\$200.00 \$50.00	
oort, id Taxes	- Program Support Funding per Day Program Support Cost per Billable Hour	\$15.00 \$2.76	\$15.00 \$2.43	\$18.75	\$15.00 \$2.76	\$15.00 <b>\$2.43</b>	\$15.00 \$18.75	
Program Support, Administration, and Taxes	Cost per Billable Hour Before Administration - Administration Percent  Administrative Cost per Billable Hour	\$74.60 10.0% \$8.29	\$63.09 10.0% <b>\$7.01</b>	\$181.73 <b>\$7.01</b>	\$63.38 10.0% <b>\$7.04</b>	\$53.17 10.0% <b>\$5.91</b>	\$162.65 <b>\$5.91</b>	
Prog Administ	- Program Support Funding per Day Program Support Cost per Billable Hour Cost per Billable Hour Before Administration - Administration Percent Administrative Cost per Billable Hour Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate General Excise Tax Cost per Billable Hour	\$82.89 4.0% \$3.45	\$70.10 4.5% \$3.30	\$188.74 4.5% \$8.89	\$70.42 4.0% \$2.93	\$59.08 4.5% \$2.78	\$168.56 4.5% <b>\$7.94</b>	
	Rate per Hour	\$82.89	\$70.10	\$188.74	\$70.42	\$59.08	\$168.56	

#### **Training and Consultation**

		Reg	istered Nur	se	LCSW/ LMHC/ LMFT			
		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.	
d Benefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$44.37 16.6% \$51.74	\$44.37 16.6% \$51.74	\$23.41 22.9% \$28.77	\$23.41 22.9% \$28.77	\$23.41 22.9% \$28.77	
Wages an	Productivity Adjustments Total Hours - Travel Time (Between Participants) - Missed Appointments	40.00 6.75 0.45	40.00 3.15 0.45	10.00 4.65	40.00 6.75 0.45	40.00 3.15 0.45	10.00 4.65	
Direct Support Staff Wages and Benefits	<ul><li>Recordkeeping and Reporting</li><li>Employer and One-on-One Supervision Time</li><li>Training</li></ul>	1.13 0.45 0.46	1.13 0.45 0.46	0.25 0.10 0.12	1.13 0.45 0.46	1.13 0.45 0.46	0.25 0.10 0.12	
		3.54 27.22 1.47	3.54 30.82 1.30	0.88 4.00 2.50	3.54 27.22 1.47	3.54 30.82 1.30	0.88 4.00 2.50	
			\$67.26	\$129.35	\$42.29	\$37.40	\$71.93	
Mileage	<ul> <li>Number of Miles Traveled per Week</li> <li>Amount per Mile</li> <li>Weekly Mileage Cost</li> <li>Mileage Cost per Billable Hour</li> </ul>	275 \$0.535 \$147.13 <b>\$5.41</b>	\$0.535 \$58.85 \$1.91		275 \$0.535 \$147.13 <b>\$5.41</b>	\$0.535 \$58.85 \$1.91		
Travel Costs	- Trip Cost (air and ground transportation)  Travel Cost per Billable Hour			\$200.00 \$50.00			\$200.00 \$50.00	
ort, d Taxes	- Program Support Funding per Day Program Support Cost per Billable Hour	\$15.00 \$2.76	\$15.00 \$2.43	\$15.00 \$18.75	\$15.00 \$2.76	\$15.00 \$2.43	\$15.00 \$18.75	
ι Suppe ion, and	Cost per Billable Hour Before Administration - Administration Percent	\$84.23 10.0%	\$71.60 10.0%	\$198.10	\$50.46 10.0%	\$41.74 10.0%	\$140.68	
Program Support, Administration, and Taxes	- Program Support Funding per Day Program Support Cost per Billable Hour Cost per Billable Hour Before Administration - Administration Percent Administrative Cost per Billable Hour Cost per Billable Hour Before General Excise Tax - General Excise Tax Rate General Excise Tax Cost per Billable Hour	<b>\$9.36</b> \$93.59 4.0%	\$ <b>7.96</b> \$79.56 4.5%	\$7.96 \$206.06 4.5%	\$5.61 \$56.07 4.0%	\$4.64 \$46.38 4.5%	\$4.64 \$145.32 4.5%	
Ad	General Excise Tax Cost per Billable Hour	\$3.90	\$3.75	\$9.71	\$2.34	\$2.19	\$6.85	
	Rate per Hour	\$93.59	\$79.56	\$206.06	\$56.07	\$46.38	\$145.32	

# 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 -

Burns & Associates, Inc. 3030 North 3rd Street, Suite 200 Phoenix, Arizona 85012 (602) 241-8520 www.burnshealthpolicy.com

## 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

11-915	BLS Cod	le and Title	Bı	ireau of L	abor Stati	istics Wago	Other BLS Information			
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   Bachelor's   \$5 + years   None   Intern/resider   \$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   None   \$21-1015   Rehabilitation counselors   \$12.81   \$14.08   \$16.39   \$18.68   \$23.27   Master's   None   None   \$21-1012   Child/ family/ school social workers   \$16.14   \$22.30   \$29.08   \$35.25   \$30.12   \$36.25   Bachelor's   None   None   \$21-1022   Healthcare social workers   \$16.16   \$20.11   \$23.41   \$30.39   \$40.25   Bachelor's   None   None   \$21-1093   Mental health/ sub. abuse social work   \$516.16   \$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 O   \$25-2051   Special education teachers, preschool   \$28.27   \$33.38   \$39.82   \$44.90   Bachelor's   None   Intern/resider   \$25-2052   Special ed. teachers, kinder. & dem.   \$19.51   \$27.97   \$33.18   \$39.82   \$44.90   Bachelor's   None   Intern/resider   \$25-2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Bachelor's   None   Intern/resider   \$25-2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Bachelor's   None   Intern/resider   \$25-2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Bachelor's   None   Intern/resider   \$25-2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Bachelor's   None   Intern/resider   \$25-2054   Special ed. teachers, secondary school   \$28.27   \$33.39   \$38.55   \$34.37   \$34.67   \$49.66   Bachelor's   None   Intern/resider   \$25-2054				25th	50th	75th	90th		Related	Typical on-the-
19-3031   Clinical/ couns./ school psychologists   21.27   \$25.16   \$33.08   \$48.50   \$61.28   Doctoral/ prof. None   Intern/resider   21-1012   Educational/ voc./ school counselors   \$16.12   \$20.06   \$25.58   \$30.06   \$36.05   Master's   None   None   None   21-1014   Mental health counselors   \$12.81   \$14.08   \$16.39   \$18.68   \$23.27   Master's   None   None   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   \$16.14   \$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 O   \$25.2052   Special ed. teachers, preschool   \$28.27   \$32.33   \$33.88   \$39.82   \$44.90   Bachelor's   None   Intern/resider   \$25.2053   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$44.90   Bachelor's   None   Intern/resider   \$25.2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$44.90   Bachelor's   None   Intern/resider   \$25.2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$44.90   Bachelor's   None   Intern/resider   \$25.2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$44.90   Bachelor's   None   Intern/resider   \$25.0054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$44.90   Bachelor's   None   Intern/resider   \$25.0054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$44.90   Bachelor's   None   Intern/resider   \$25.0054   \$25.0054   \$25.0054   \$25.17   \$25.17   \$25.17   \$25.17   \$25.17   \$25.17   \$25.17   \$25.17   \$25.17   \$25.17   \$25.17   \$25.17   \$25.17   \$25.17			%-ile					Education	Experience	job training
21-1012   Educational/ voc/ school counselors   \$16.12   \$20.06   \$25.58   \$30.06   \$36.05   Master's   None   None   \$12-1014   Mental health counselors   \$12.55   \$14.18   \$18.61   \$28.50   \$37.02   Master's   None   Intern/resider   \$12-1015   Rehabilitation counselors   \$12.81   \$14.08   \$16.39   \$18.68   \$23.27   Master's   None   None   \$12-1021   Child/ family/ school social workers   \$16.13   \$20.45   \$25.12   \$30.12   \$36.25   Bachelor's   None   None   \$12-1022   Healthcare social workers   \$16.41   \$22.30   \$29.08   \$35.27   \$39.09   Master's   None   None   \$16.10   \$20.11   \$23.41   \$30.39   \$40.25   Bachelor's   None   None   \$16.10   \$10.20   \$	11-9151	Social and community service mgrs.	\$19.41	\$22.60	\$28.38	\$35.85	\$44.48	Bachelor's	5+ years	None
21-1014   Mental health counselors   \$12.55   \$14.18   \$18.61   \$28.50   \$37.02   Master's   None   Intern/resider   \$10.15   Rehabilitation counselors   \$12.81   \$14.08   \$16.39   \$18.68   \$23.27   Master's   None   None   \$12.1021   Child/family/school social workers   \$16.13   \$20.45   \$25.12   \$30.12   \$336.25   Master's   None   None   \$12.1022   Healthcare social workers   \$16.14   \$22.30   \$29.08   \$35.27   \$39.09   Master's   None   None   \$12.1022   Mental health/ sub. abuse social work   \$16.16   \$20.11   \$23.41   \$30.39   \$40.25   Bachelor's   None   None   \$11.1093   None   \$11.1093   None   \$11.83   \$13.20   \$15.82   \$20.47   \$30.33   High school   None   Short-term O   \$12.1094   Community health workers   \$11.83   \$13.20   \$15.82   \$20.47   \$30.33   High school   None   Short-term O   \$15.2051   Special education teachers, preschool   \$No wage data reported for category   Bachelor's   None   Intern/resider   \$25.2053   Special ed. teachers, iniddle school   \$19.51   \$27.97   \$33.18   \$39.82   \$44.90   Bachelor's   None   Intern/resider   \$25.2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Bachelor's   None   Intern/resider   \$25.2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Bachelor's   None   Intern/resider   \$25.9041   Teacher assistants   \$13.70   \$17.24   \$19.44   \$21.47   \$25.17   Some college   None   None   \$29.106   Psychiatrists   \$21.92   \$26.34   \$33.39   \$33.55   \$43.15   \$46.41   Master's   None   Intern/resider   \$29.106   Psychiatrists   \$29.40   \$35.24   \$40.69   \$45.47   \$48.93   Doctoral/ prof. None   Intern/resider   \$29.1122   Occupational therapists   \$29.60   \$35.24   \$40.69   \$45.47   \$48.93   Doctoral/ prof. None   None   \$29.1127   Speech-language pathologists   \$26.75   \$31.27   \$33.88   \$40.32   \$45.70   Master's   None   None   \$29.1127   Speech-language pathologists   \$26.75   \$31.27   \$33.88   \$40.32   \$45.70   Master's   None   None   \$29.205   Psychiatric technicians   \$29		1,5	\$21.27	\$25.16		\$48.50	\$61.28	Doctoral/ prof.	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   \$89.94   \$12.64   \$15.93   \$19.07   \$22.89   High school   None   Short-term O   \$21-1094   Community health workers   \$11.83   \$13.20   \$15.82   \$20.47   \$30.33   High school   None   Short-term O   \$25-2051   Special education teachers, preschool   No wage data reported for category   Bachelor's   None   Intern/resider   \$25-2052   Special ed. teachers, kinder. & elem.   \$19.51   \$27.97   \$33.18   \$39.82   \$44.90   Bachelor's   None   Intern/resider   \$25-2053   Special ed. teachers, secondary school   \$28.27   \$32.03   \$31.63   \$34.267   \$49.66   Bachelor's   None   Intern/resider   \$25-9041   Teacher assistants   \$13.70   \$17.24   \$19.44   \$21.47   \$25.17   Some college   None   None   \$29.1031   Dieititians and nutritionists   \$21.92   \$26.34   \$31.43   \$35.98   \$38.78   Bachelor's   None   Intern/resider   \$29.1031   Dieititians and nutritionists   \$22.54   \$28.20   \$66.20   No wage data   Doctoral/ prof. None   Intern/resider   \$29.1122   Occupational therapists   \$29.40   \$35.24   \$40.69   \$45.47   \$48.93   Doctoral/ prof. None   None   \$29.1123   Physical therapists   \$29.40   \$35.24   \$40.69   \$45.47   \$48.93   Doctoral/ prof. None   None   \$29.1121   Registered nurses   \$30.46   \$37.11   \$44.37   \$51.10   \$57.39   Bachelor's   None   None   \$29.023   Physical therapists   \$30.46   \$37.11   \$44.37   \$51.10   \$57.39   Bachelor's   None   None   \$29.023   Physical therapista   \$30.46   \$37.11   \$44.37   \$51.40   \$57.39   Bachelor's   None   None   \$31.1011   Home health aides   \$15.30   \$16.10   \$17.85	21-1012	Educational/voc./ school counselors	\$16.12	\$20.06	\$25.58	\$30.06	\$36.05	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 O   \$12-1094   Community health workers   \$11.83   \$13.20   \$15.82   \$20.47   \$30.33   High school   None   Short-term O   \$15-2051   Special education teachers, preschool   No wage data reported for category   Bachelor's   None   Intern/resider   \$25-2052   Special ed. teachers, kinder. & elem.   \$19.51   \$27.97   \$33.18   \$39.82   \$44.90   Bachelor's   None   Intern/resider   \$25-2053   Special ed. teachers, middle school   No wage data reported for category   Bachelor's   None   Intern/resider   \$25-2054   Special ed. teachers, secondary school   \$22.27   \$32.03   \$37.63   \$42.67   \$49.66   Bachelor's   None   Intern/resider   \$25-9041   Teacher assistants   \$13.70   \$17.24   \$19.44   \$21.47   \$25.17   Some college   None   None   \$29-1036   Psychiatrists   \$22.40   \$35.24   \$40.69   \$45.47   \$48.93   Doctoral/ prof. None   Intern/resider   \$29-1122   Occupational therapists   \$29.40   \$35.24   \$40.69   \$45.47   \$48.93   Doctoral/ prof. None   None   \$29-1124   Physical therapists   \$29.40   \$35.24   \$40.69   \$45.47   \$48.93   Doctoral/ prof. None   None   \$29-1124   Psychiatric technicians   \$17.84   \$20.06   \$22.30   \$25.17   \$28.57   None   None   \$29-2053   Psychiatric technicians   \$17.84   \$20.06   \$22.30   \$25.17   \$28.57   None   None   \$29-2053   Psychiatric technicians   \$10.66   \$12.68   \$14.62   \$17.19   \$18.78   Nondegree   None   None   \$11-1014   Nursing assistants   \$10.66   \$12.68   \$14.62   \$17.19   \$18.78   Nondegree   None   None   \$10.00   \$10.00   \$10.00   \$10.00   \$10.00   \$10.00   \$10.00   \$10.00   \$10.00   \$10.00   \$	21-1014	Mental health counselors	\$12.55	\$14.18	\$18.61	\$28.50	\$37.02	Master's	None	Intern/residency
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 O   21-1094   Community health workers   \$11.83   \$13.20   \$15.82   \$20.47   \$30.33   High school   None   Short-term O   25-2051   Special education teachers, preschool   \$70.00	21-1015	Rehabilitation counselors	\$12.81	\$14.08	\$16.39	\$18.68	\$23.27	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 O   21-1094   Community health workers   \$11.83   \$13.20   \$15.82   \$20.47   \$30.33   High school   None   Short-term O   25-2051   Special education teachers, preschool   No wage data reported for category   Bachelor's   None   Intern/resider   25-2052   Special ed. teachers, kinder. & elem.   \$19.51   \$27.97   \$33.18   \$39.82   \$44.90   Bachelor's   None   Intern/resider   25-2053   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Sachelor's   None   Intern/resider   25-2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Sachelor's   None   Intern/resider   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/resider   29-1066   Psychiatrists   \$25.41   \$28.20   \$66.20   No wage data   Doctoral/ prof. None   Intern/resider   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   29-1124   Registered nurses   \$30.46   \$37.11   \$44.37   \$51.10   \$57.39   Bachelor's   None   None   29-2061   Lic. practical/ lic. vocational nurses   \$17.84   \$20.06   \$22.30   \$25.17   \$28.57   None   None   \$17.84   \$20.06   \$22.30   \$25.17   \$28.57   None   None   None   \$17.10   Psychiatric aides   \$15.30   \$16.11   \$17.46   \$18.80   \$21.75   High school   None   None   \$10.10   None   \$10.00   None   \$	21-1021	Child/ family/ school social workers	\$16.13	\$20.45	\$25.12	\$30.12	\$36.25	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 O	21-1022	Healthcare social workers	\$16.41	\$22.30	\$29.08	\$35.27	\$39.09	Master's	None	None
21-1094 Community health workers   \$11.83   \$13.20   \$15.82   \$20.47   \$30.33   High school   None   Short-term O	21-1023	Mental health/ sub. abuse social work	\$16.16	\$20.11	\$23.41	\$30.39	\$40.25	Bachelor's	None	None
25-2051   Special education teachers, preschool   Special education teachers, kinder. & elem.   \$19.51   \$27.97   \$33.18   \$39.82   \$44.90   Bachelor's   None   Intern/resider	21-1093	Social and human service assistants	\$9.94	\$12.64	\$15.93	\$19.07	\$22.89	High school	None	Short-term OTJ
25-2052   Special ed. teachers, kinder. & elem.   \$19.51   \$27.97   \$33.18   \$39.82   \$44.90   Bachelor's   None   Intern/resider   25-2053   Special ed. teachers, middle school   No wage data reported for category   Bachelor's   None   Intern/resider   25-2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Bachelor's   None   Intern/resider   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Bachelor's   None   Intern/resider   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Bachelor's   None   Intern/resider   None   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/resider   None   29-1066   Psychiatrists   \$25.41   \$28.20   \$66.20   No wage data   Doctoral/ prof. None   None   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   29-1124   Registered nurses   \$30.46   \$37.11   \$44.37   \$51.10   \$57.39   Bachelor's   None   None   29-2053   Psychiatric technicians   No wage data reported for category   Nondegree   Under 5 Yrs. Short-term O   29-2061   Lic. practical/ lic. vocational nurses   \$17.84   \$20.06   \$22.30   \$25.17   \$28.57   Nondegree   None   None   None   31-1011   Home health aides   \$8.46   \$9.83   \$12.72   \$14.70   \$17.44   None   None   None   Short-term O   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 O   31-2011   Occupational therapist assistants   \$20.59   \$22.69   \$25.37   \$28.10   \$29.74   Associate's   None   None   None   31-2021   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.0	21-1094	Community health workers	\$11.83	\$13.20	\$15.82	\$20.47	\$30.33	High school	None	Short-term OTJ
25-2053   Special ed. teachers, middle school   No wage data reported for category   25-2054   Special ed. teachers, secondary school   \$28.27   \$32.03   \$37.63   \$42.67   \$49.66   Bachelor's   None   Intern/resider   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/resider   None   29-1066   Psychiatrists   \$25.41   \$28.20   \$66.20   No wage data   Doctoral/ prof.   None   Intern/resider   None   29-1122   Occupational therapists   \$29.62   \$33.39   \$38.55   \$43.15   \$46.41   Master's   None   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   None   29-2053   Psychiatric technicians   No wage data reported for category   Nondegree   Under 5 Yrs.   Short-term O   29-2061   Lic. practical/ lic. vocational nurses   \$17.84   \$20.06   \$22.30   \$25.17   \$28.57   None   None   None   31-1011   Home health aides   \$8.46   \$9.83   \$12.72   \$14.70   \$17.44   None   None   Short-term O   31-1014   Nursing assistants   \$10.66   \$12.68   \$14.62   \$17.19   \$18.78   Nondegree   None   None   None   31-2011   Occupational therapist assistants   \$20.59   \$22.69   \$25.37   \$28.10   \$29.74   Associate's   None   None   None   None   None   None   None   \$12.2011   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.02   \$28.39   Associate's   None   None   None   None   None   \$12.2011   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.02   \$28.39   Associate's   None   None   None   None   None   None   \$12.2011   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.02   \$28.39   Associate's   None   None   None   None   \$12.2011   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.02   \$28.39   Associate's   None   None   None   \$12	25-2051	Special education teachers, preschool	No	wage data	reported	for categor	у	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/resider   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/resider   29-1066   Psychiatrists   \$25.41   \$28.20   \$66.20   No wage data   Doctoral/ prof.   None   Intern/resider   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   29-1124   Registered nurses   \$30.46   \$37.11   \$44.37   \$51.10   \$57.39   Bachelor's   None   None   29-2053   Psychiatric technicians   No wage data reported for category   Nondegree   Under 5 Yrs.   Short-term O   29-2061   Lic. practical/ lic. vocational nurses   \$17.84   \$20.06   \$22.30   \$25.17   \$28.57   Nondegree   None   None   Short-term O   31-1013   Psychiatric aides   \$15.30   \$16.11   \$17.46   \$18.80   \$21.75   High school   None   Short-term O   31-1014   Nursing assistants   \$10.66   \$12.68   \$14.62   \$17.19   \$18.78   Nondegree   None   None   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   None   \$10.30   \$11.50   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.02   \$28.39   Associate's   None   None   \$10.20   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.02   \$28.39   Associate's   None   None   \$10.20	25-2052	Special ed. teachers, kinder. & elem.	\$19.51	\$27.97	\$33.18	\$39.82	\$44.90	Bachelor's	None	Intern/residency
25-9041   Teacher assistants   \$13.70   \$17.24   \$19.44   \$21.47   \$25.17   Some college   None   None	25-2053	Special ed. teachers, middle school	No	wage data	reported	for categoi	у	Bachelor's	None	Intern/residency
29-1031   Dietitians and nutritionists   \$21.92   \$26.34   \$31.43   \$35.98   \$38.78   Bachelor's   None   Intern/resider   29-1066   Psychiatrists   \$25.41   \$28.20   \$66.20   No wage data   Doctoral/ prof.   None   Intern/resider   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   No wage data reported for category   Nondegree   Under 5 Yrs.   Short-term O   29-2061   Lic. practical/ lic. vocational nurses   \$17.84   \$20.06   \$22.30   \$25.17   \$28.57   None   None   None   31-1011   Home health aides   \$8.46   \$9.83   \$12.72   \$14.70   \$17.44   None   None   Short-term O   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 O   31-2011   Occupational therapist assistants   \$20.59   \$22.69   \$25.37   \$28.10   \$29.74   Associate's   None   None   None   31-2021   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.02   \$28.39   Associate's   None   None   None   \$10.2021   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.02   \$28.39   Associate's   None   None   None   \$10.2021   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.02   \$28.39   Associate's   None   None   \$10.2021   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.02   \$28.39   Associate's   None   None   \$10.2021   Physical therapist assistants   \$10.33   \$11.56   \$18.90   \$24.02   \$28.39   Associate's   None   None   \$10.2021   Physical therapist assistants   \$10.3021   Physical therapist assistants   \$10.3021   Physical therapist assistant	25-2054	Special ed. teachers, secondary school	\$28.27	\$32.03	\$37.63	\$42.67	\$49.66	Bachelor's	None	Intern/residency
29-1066         Psychiatrists         \$25.41         \$28.20         \$66.20         No wage data         Doctoral/ prof.         None         Intern/resider           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         No wage data reported for category         Nondegree         Under 5 Yrs.         Short-term O           31-1011         Home health aides         \$8.46         \$9.83         \$12.72         \$14.70         \$17.44         None         None         None           31-1013         Psychiatric aides         \$15.30         \$16.11         \$17.46         \$18.80         \$21.75	25-9041	Teacher assistants	\$13.70	\$17.24	\$19.44	\$21.47	\$25.17	Some college	None	None
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         **No wage data reported for category**         Nondegree         Under 5 Yrs.         Short-term O           29-2061         Lic. practical/ lic. vocational nurses         \$17.84         \$20.06         \$22.30         \$25.17         \$28.57         Nondegree         Under 5 Yrs.         Short-term O           31-1011         Home health aides         \$8.46         \$9.83         \$12.72         \$14.70         \$17.44         None         None         Short-term O           31-1013         Psychiatric aides         \$15.30         \$16.11         \$17.4	29-1031	Dietitians and nutritionists	\$21.92	\$26.34	\$31.43	\$35.98	\$38.78	Bachelor's	None	Intern/residency
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         No wage data reported for category         Nondegree         Under 5 Yrs. Short-term O           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 O           31-1013         Psychiatric aides         \$15.30         \$16.11         \$17.46         \$18.80         \$21.75         High school         None         None           31-1014         Nursing assistants         \$10.66         \$12.68         \$14.62         \$17.19         \$18.78	29-1066	Psychiatrists	\$25.41	\$28.20	\$66.20	No wag	e data	Doctoral/ prof.	None	Intern/residency
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         Now wage data reported for category         Nondegree         Under 5 Yrs.         Short-term O           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 O           31-1013         Psychiatric aides         \$15.30         \$16.11         \$17.46         \$18.80         \$21.75         High school         None         Short-term O           31-1014         Nursing assistants         \$10.66         \$12.68         \$14.62         \$17.19         \$18.78         Nondegree         None         None           31-2011         Occupational therapist assistants         \$20.59         \$22.69         \$25.37 <td>29-1122</td> <td>Occupational therapists</td> <td>\$29.62</td> <td>\$33.39</td> <td>\$38.55</td> <td>\$43.15</td> <td>\$46.41</td> <td>Master's</td> <td>None</td> <td>None</td>	29-1122	Occupational therapists	\$29.62	\$33.39	\$38.55	\$43.15	\$46.41	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         No wage data reported for category         Nondegree         Under 5 Yrs. Short-term O           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 O           31-1013         Psychiatric aides         \$15.30         \$16.11         \$17.46         \$18.80         \$21.75         High school         None         Short-term O           31-1014         Nursing assistants         \$10.66         \$12.68         \$14.62         \$17.19         \$18.78         Nondegree         None         None           31-2015         Orderlies         \$14.15         \$16.02         \$17.85         \$20.24         \$22.60         High school         None         Short-term O           31-2011         Occupational therapist assistants         \$20.59         \$22.69         \$25.37         \$28.10	29-1123	Physical therapists	\$29.40	\$35.24	\$40.69	\$45.47	\$48.93	Doctoral/ prof.	None	None
29-2053         Psychiatric technicians         No wage data reported for category         Nondegree         Under 5 Yrs.         Short-term O           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 O           31-1013         Psychiatric aides         \$15.30         \$16.11         \$17.46         \$18.80         \$21.75         High school         None         Short-term O           31-1014         Nursing assistants         \$10.66         \$12.68         \$14.62         \$17.19         \$18.78         Nondegree         None         None         Short-term O           31-2015         Orderlies         \$14.15         \$16.02         \$17.85         \$20.24         \$22.60         High school         None         Short-term O           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	29-1127	Speech-language pathologists	\$26.75	\$31.27	\$35.88	\$40.32	\$45.70	Master's	None	None
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 O           31-1013 Psychiatric aides         \$15.30         \$16.11         \$17.46         \$18.80         \$21.75         High school         None         Short-term O           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 O           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	29-1141	Registered nurses	\$30.46	\$37.11	\$44.37	\$51.10	\$57.39	Bachelor's	None	None
31-1011         Home health aides         \$8.46         \$9.83         \$12.72         \$14.70         \$17.44         None         None         Short-term O           31-1013         Psychiatric aides         \$15.30         \$16.11         \$17.46         \$18.80         \$21.75         High school         None         Short-term O           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 O           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	29-2053	Psychiatric technicians	No	wage data	reported <sub>.</sub>	for categoi	у	Nondegree	Under 5 Yrs.	Short-term OTJ
31-1013         Psychiatric aides         \$15.30         \$16.11         \$17.46         \$18.80         \$21.75         High school         None         Short-term O           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 O           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	29-2061	Lic. practical/ lic. vocational nurses	\$17.84	\$20.06	\$22.30	\$25.17	\$28.57	Nondegree	None	None
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 O         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	31-1011	Home health aides	\$8.46	\$9.83	\$12.72	\$14.70	\$17.44	None	None	Short-term OTJ
31-1015         Orderlies         \$14.15         \$16.02         \$17.85         \$20.24         \$22.60         High school         None         Short-term O           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	31-1013	Psychiatric aides	\$15.30	\$16.11	\$17.46	\$18.80	\$21.75	High school	None	Short-term OTJ
31-1015         Orderlies         \$14.15         \$16.02         \$17.85         \$20.24         \$22.60         High school         None         Short-term O           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	31-1014	Nursing assistants	\$10.66	\$12.68	\$14.62	\$17.19	\$18.78	Nondegree	None	None
31-2021 Physical therapist assistants \$10.33 \$11.56 \$18.90 \$24.02 \$28.39 Associate's 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
31-2022 Physical therapist aides \$8.19 \$8.85 \$12.54 \$16.20 \$18.61 High school None Short-term O	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	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	00	None	Short-term OTJ
37-2012 Maids and housekeeping cleaners \$12.16 \$15.14 \$17.07 \$19.03 \$21.98 None None Short-term O	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 O	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 O	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 O	39-9041	Residential advisers	\$8.21	\$8.89	\$12.22	\$15.71	\$22.05	High school	None	Short-term OTJ

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

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

Personal Assistance/ Habilitation
Residential Habilitation
Residential Habilitation - Therapeutic Living Program
Adult Day Health
Community Learning Service
Discovery and Career Planning
Benefits Planning
Individual Employment Supports, Job Development
Individual Employment Supports, Job Coaching
Respite

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   25%   25%   25%   50%   25%
19-3031   Clinical/ couns./ school psychologists   21-1012   Educational/ voc./ school counselors   25%   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   21-1023   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, middle school   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%   25%
21-1012   Educational/ voc./ school counselors   75%   100%   75%   50%
21-1014 Mental health counselors   25%   25%   50%   25%   50%   21-1015   Rehabilitation counselors   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   29-1032   Dietitians and nutritionists   29-1123   Physical therapists   29-1124   Registered nurses   29-2053   Psychiatric technicians   29-2061   Lic. practical/ lic. vocational nurses   31-1011   Home health aides   25%   10%   25%
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 29-1124 Registered nurses 29-2053 Psychiatric technicians 29-2061 Lic. practical/ lic. vocational nurses 31-1011 Home health aides 25% 10% 25% 25%
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 29-1124 Registered nurses 29-2053 Psychiatric technicians 29-2061 Lic. practical/ lic. vocational nurses 31-1011 Home health aides 25% 10% 25% 25%
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 29-1124 Registered nurses 29-2053 Psychiatric technicians 29-2061 Lic. practical/ lic. vocational nurses 31-1011 Home health aides 25-2054 Special ed. teachers, secondary school 25-2055 Special ed. teachers, middle school 25-2056 Special ed. teachers, winder & elem. 25-2058 Special ed. teachers, winder & elem. 25-2054 Special ed. teachers, winder & elem. 25-2055 Special ed. teachers, preschool 25-2056 Special ed. teachers, winder & elem. 25-2056 Special ed. teachers, preschool 25-2057 Special ed. teachers, preschool 25-2058 Special ed. teachers, winder & elem. 25-2054 Special ed. teachers, preschool 25-2055 Special ed. teachers, preschool 25-2056 Special ed. teachers, winder & elem. 25-2058 Special ed. teachers, winder & elem. 25-2058 Special ed. teachers, preschool 25-2058 Special ed. teachers, winder & elem. 25-2058
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 29-1124 Registered nurses 29-2053 Psychiatric technicians 29-2053 Psychiatric technicians 29-2061 Lic. practical/ lic. vocational nurses 31-1011 Home health aides 25-2054 Special ed. teachers, preschool 25-2054 Special ed. teachers, winder. & elem. 25-2054 Special ed. teachers, middle school 25-2054 Special ed. teacher
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 29-1120 Occupational therapists 29-1121 Physical therapists 29-1122 Physical therapists 29-1123 Physical therapists 29-1124 Registered nurses 29-2053 Psychiatric technicians 29-2061 Lic. practical/ lic. vocational nurses 31-1011 Home health aides 25-2052 Special ed. teachers, preschool 25-2053 Special ed. teachers, kinder. & elem. 25-2054 Special ed. teachers, middle school 25-2054 Special ed. teachers, preschool 25-2054 Special ed. teachers,
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 29-1106 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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
29-1141 Registered nurses       29-2053 Psychiatric technicians         29-2061 Lic. practical/ lic. vocational nurses       25%         31-1011 Home health aides       25%             25%       25%
29-2053 Psychiatric technicians         29-2061 Lic. practical/ lic. vocational nurses         31-1011 Home health aides       25%         10%       25%         25%       25%
29-2061 Lic. practical/ lic. vocational nurses         31-1011 Home health aides       25%       10%       25%       25%
31-1011 Home health aides 25% 10% 25% 25%
21 1012 B 1' ' ' ' 1
31-1013 Psychiatric aides 25% 10% 50% 25% 25%
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% 10
39-9032 Recreation workers 15% 10% 10% 15% 15%
39-9041 Residential advisers 20% 10%
100% 100% 100% 100% 100% 100% 100% 100%

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

BLS Code and Title	Chore	Non-Medical Transportation	Registered Nurse (Skilled Nursing, Private Duty Nursing, Nursing Respite)	Licensed Practical Nurse (Skilled Nursing, Private Duty Nursing, Nursing Respite)	Training and Consultation, Behavioral Analyst/ Psychologist	Training and Consultation, Assistant Behavioral Analyst	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%	100%				
21-1012 Educational/ voc./ school counselors					10070	10070				
21-1012 Educational voc. school counscions 21-1014 Mental health counselors				l						
21-1014 Weintal health counselors 21-1015 Rehabilitation counselors										
21-1013 Renabilitation counselors 21-1021 Child/ family/ school social workers										
21-1021 Clindy family/ school social workers 21-1022 Healthcare social workers										
										1000/
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								1000/		
29-1031 Dietitians and nutritionists								100%		
29-1066 Psychiatrists							220/			
29-1122 Occupational therapists				 			33%			
29-1123 Physical therapists							34%			
29-1127 Speech-language pathologists			1000/				33%		1000/	
29-1141 Registered nurses			100%						100%	
29-2053 Psychiatric technicians				1000/						
29-2061 Lic. practical/lic. vocational nurses				100%						
31-1011 Home health aides				<b> </b>		<b></b>				
31-1013 Psychiatric aides										
31-1014 Nursing assistants										
31-1015 Orderlies				<b> </b>						
31-2011 Occupational therapist assistants										
31-2021 Physical therapist assistants										
31-2022 Physical therapist aides				ļ 						
31-9092 Medical assistants										
37-2011 Janitors/ cleaners, except 37-2012	100%									
37-2012 Maids and housekeeping cleaners		4000		ļ 						
39-9021 Personal care aides		100%								
39-9032 Recreation workers										
39-9041 Residential advisers		4000	400	4000	106		406	106:	106	105:1
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

# Appendix A: Wage Assumptions Comparison of Wages from Provider Survey and BLS (Using Job Requirement Assumptions)<sup>1</sup>

Personal Assistance/ Habilitation
Residential Habilitation
Residential Habilitation - Therapeutic Living Program
Adult Day Health
Community Learning Service
Discovery and Career Planning
Benefits Planning
Individual Employment Supports, Job Development
Individual Employment Supports, Job Coaching
Respite

**Bureau of Labor Statistics** 

10th Percentile	\$10.30	\$9.12	\$11.93	\$10.30	\$10.30	\$15.29	\$16.12	\$15.29	\$14.47	\$8.23
25th Percentile	\$11.46	\$10.08	\$12.86	\$11.46	\$11.46	\$18.57	\$20.06	\$18.57	\$17.07	\$8.96
50th Percentile (Median)	\$13.60	\$12.33	\$14.69	\$13.60	\$13.60	\$23.28	\$25.58	\$23.28	\$20.99	\$10.61
75th Percentile	\$15.86	\$14.91	\$16.82	\$15.86	\$15.86	\$27.22	\$30.06	\$27.22	\$24.37	\$12.86
90th Percentile	\$18.58	\$18.14	\$19.92	\$18.58	\$18.58	\$32.86	\$36.05	\$32.86	\$29.66	\$14.84

<sup>&</sup>lt;sup>1</sup>Wage assumptions in the rate models are set at the median with the following exceptions:

#### Provider Survey (employees excl. supervisors)

#### Services w/o Tiers

Respondents	1	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		

<sup>-</sup>The wage for enhanced behavioral services is set at the 75th percentile

# Appendix A: Wage Assumptions Comparison of Wages from Provider Survey and BLS (Using Job Requirement Assumptions)<sup>1</sup>

Chore	Non-Medical Transportation	Registered Nurse (Skilled Nursing, Private Duty Nursing, Nursing Respite)	Licensed Practical Nurse (Skilled Nursing, Private Duty Nursing, Nursing Respite)	Training and Consultation, Behavioral Analyst/ Psychologist	Training and Consultation, Assistant Behavioral Analyst	Training and Consultation, Therapy (OT/PT/SLP)	Training and Consultation, Dietician	Training and Consultation, Registered Nurse	Training and Consultation, LCSW/ LMHC/ LMFT			
Bureau of Labor Statistics												
\$8.26	\$8.23	\$30.46	\$17.84	\$21.27	\$21.27	\$28.60	\$21.92	\$30.46	\$16.16			
\$9.02	\$8.96	\$37.11	\$20.06	\$25.16	\$25.16	\$33.32	\$26.34	\$37.11	\$20.11			

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

<sup>&</sup>lt;sup>1</sup>Wage 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)<sup>2</sup>

#### Services w/o Tiers

Respondents	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	

<sup>&</sup>lt;sup>2</sup>The provider survey results for nurses reflect responses for Skilled Nursing

#### 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	

### Appendix B: Benefits Assumptions Benefits Assumptions to Establish Benefit Rates

	% of E	Employe			mploye	es Who	Pa		Level for		E		enefit Lev	
		Access	3	Receive	('Partic	ipation')	Pa	rticipating	Employe	es	(Acc	counts for	Participa	tion)
	Provider Survey <sup>1</sup>	BLS Data²	Rate Models	Provider Survey <sup>1</sup>	BLS Data²	Rate Models	Provider Survey <sup>1</sup>	BLS Data²	Rate Models	CD Rate Models	Provider Survey E	BLS Data²	Rate Models	CD Rate Models
Mandatory Bene	fits													
FICA <sup>3</sup>	100%	-	100%	100%	-	100%	7.65%	-	7.65%	-	7.65%		7.65%	7.65%
Federal UI <sup>4</sup>	100%	-	100%	100%	-	100%	0.60%	-	0.60%	-	0.60%		0.60%	0.60%
State UI <sup>5</sup>	100%	-	100%	100%	-	100%	1.30%	-	2.40%	-	1.30%		2.40%	2.40%
FICA <sup>3</sup> Federal UI <sup>4</sup> State UI <sup>5</sup> Employ. & Train. <sup>5</sup> Workers' Comp.	100%	-	100%	100% 100% 100% 100%	-	100%	7.65% 0.60% 1.30% 0.01% 3.63%	-	0.01%	-	7.65% 0.60% 1.30% 0.01% 3.63%		0.01%	0.01%
Workers' Comp.	100%	-	100%	100%	-	100%	3.63%	-	2.00%	-	3.63%		2.00%	-
Paid Time Off <sup>6</sup>	5			7.			,	Days p	er year		,,	Days p	er year	
Holidays	73%	75%	100%	73%	75%	100%	7.9	8.0	8.0	8.0	5.8	6.0	8.0	8.0
Holidays Vacation Leave Sick Leave Total	33%	71%	100%	73% 33%	71%	100%	7.9 10.6 <b>18.5</b>	10.0	15.0	15.0	5.8 3.5 <b>9.3</b>	7.1	15.0	15.0
Sick Leave	3370	61%	10070	3370	61%	10070	10.0	7.0	13.0	13.0	3.3	4.3	13.0	15.0
Total	-	-	-	-	-	-	18.5	25.0	23.0	23.0	9.3	17.4	23.0	23.0
Health Insurance	e <sup>7</sup>						Emplo	yer contril	bution per 1			yer contri	bution per	month
	93%	67%	100%	49%	52%	100%	\$450.00	\$407.45	\$400.00	\$0.00	\$220.50	\$211.87	\$400.00	\$0.00
Other Benefits <sup>8</sup>	,		,				Employer contribution per month				Employer contribution per month			
	69%	-	100%	20%	-	100%	\$44	-	\$50	\$300	\$8.80	-	\$50.00	\$300.00

#### Notes

<sup>&</sup>lt;sup>1</sup>Weighted 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)

<sup>&</sup>lt;sup>2</sup>BLS' 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

<sup>&</sup>lt;sup>3</sup>Combined Social Security tax rate of 6.20% and Medicare tax rate of 1.45%

<sup>&</sup>lt;sup>4</sup>Applies to first \$7,000 in wages

<sup>&</sup>lt;sup>5</sup>Applies to first \$42,200 in wages in 2016

<sup>&</sup>lt;sup>6</sup>BLS 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)

<sup>&</sup>lt;sup>7</sup>In 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/fact-sheet/analysis-of-2016-premium-changes-in-the-affordable-care-acts-health-insurance-marketplaces/)

<sup>&</sup>lt;sup>8</sup>BLS provides information for a variety of other benefits that cannot be combined

Appendix B: Benefits Assumptions
Benefit Rates by Wage Level Based on Benefits Assumptions

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

<sup>&</sup>lt;sup>1</sup>This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are calculated to the penny

<sup>&</sup>lt;sup>2</sup>Benefit rates in rate models exclude paid time off, which is accounted for in productivity assumptions

**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

#### 'Typical Workweek' Without Training and PTO

n	22.00	25.75	22.00	25.75	22.50	25.25	22.00	25.75	22.00	25.75
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

Training and FTO										
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

**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

Provider Survey (scaled to 40 hr. week) <sup>1</sup>

40 nr. week)						
Direct services	34.90	36.60				
Performing 'collateral contacts'	-	-				
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				

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

Personal Assistance/ Habilitation, Enhanced Behavioral Services, 1:1, Big Island
Personal Assistance/ Habilitation, Enhanced Behavioral Services, 1:1, Other Islands
Personal Assistance/ Habilitation, Enhanced Behavioral Services, 2:1, Big Island
Personal Assistance/ Habilitation, Enhanced Behavioral Services, 2:1, Other Islands
Personal Assistance/ Habilitation, Enhanced Behavioral Services, 3:1, Big Island
Personal Assistance/ Habilitation, Enhanced Behavioral Services, 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

#### 'Typical Workweek' Without Training and PTO

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

#### **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

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

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

Personal Assistance/ Habilitation,
Enhanced Behavioral Services, 1:1, Big Island
Personal Assistance/ Habilitation, Enhanced Behavioral Services, 1:1, Other
Islands
Personal Assistance/ Habilitation, Enhanced Behavioral Services, 2:1, Big Island
Personal Assistance/ Habilitation, Enhanced Behavioral Services, 2:1, Other
Personal Assistance/ Habilitation, Enhanced Behavioral Services, 3:1, Big Island
Personal Assistance/ Habilitation, Enhanced Behavioral Services, 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

Provider Survey (scaled to 40 hr. week) 1

40 hr. week) 1		V/////////////////////////////////////	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	 <b>Y</b>	 	 	
Direct services							
Performing 'collateral							
contacts'							
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							

**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, Enhanced Behavioral Services, 1:1, Big Island
Adult Day Health, Enhanced Behavioral Services, 1:1, Other Islands

'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	

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

**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, Enhanced Behavioral Services, 1:1, Big Island
Adult Day Health, Enhanced Behavioral Services, 1:1, Other Islands

Provider Survey (scaled to 40 hr. week) <sup>1</sup>

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		

<sup>&</sup>lt;sup>1</sup>Weighted averages (by fiscal year 2015 revenue)

**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

#### 'Typical Workweek' Without Training and PTO

wunoui Training and P10												
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

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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

**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

Provider Survey (scaled to 40 hr. week) 1

40 hr. week) 1	VIIIIIIIIIIIIIIII	<b>V</b>	v/////////////////////////////////////	V/////////////////////////////////////		·/////////////////////////////////////	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	///////////////////////////////////////
Direct services										
Performing 'collateral contacts'										
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										

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

Community Learning Service, Enhanced Behavioral Services, 1:1, Big Island
Community Learning Service, Enhanced Behavioral Services, 1:1, Other Islands
Community Learning Service, Enhanced Behavioral Services, 2:1, Big Island
Community Learning Service, Enhanced Behavioral Services, 2:1, Other Islands
Community Learning Service, Enhanced Behavioral Services, 3:1, Big Island
Community Learning Service, Enhanced Behavioral Services, 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

#### 'Typical Workweek' Without Training and PTO

wunoui Training and P10												
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

Training and TTO												
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

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

Community Learning Service, Enhanced Behavioral Services, 1:1, Big Island
Community Learning Service, Enhanced Behavioral Services, 1:1, Other Islands
Community Learning Service, Enhanced Behavioral Services, 2:1, Big Island
Community Learning Service, Enhanced Behavioral Services, 2:1, Other Islands
Community Learning Service, Enhanced Behavioral Services, 3:1, Big Island
Community Learning Service, Enhanced Behavioral Services, 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)<sup>1</sup>

40 hr. week) 1	VIIIIIIIIIIIIII	<b>V</b>	v/////////////////////////////////////	V/////////////////////////////////////		·/////////////////////////////////////	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	///////////////////////////////////////
Direct services										
Performing 'collateral contacts'										
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										

**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

#### 'Typical Workweek' Without Training and PTO

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
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
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
Missed appointments	0.50	0.50	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Program development	1.50	1.50	2.00	2.00	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
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
Attending ISP meetings	-	-	0.25	0.25	0.25	0.25	-	-	-	-	-	-
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
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

#### 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

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

**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
Benefits Planning, Other Islands Individual Employment Supports, Job Development, Big Island Individual Employment Supports, Job Development, Other Islands Individual Employment Supports, Job
Individual Employment Supports, Job Development, Big Island Individual Employment Supports, Job Development, Other Islands Individual Employment Supports, Job
Individual Employment Supports, Job Development, Other Islands Individual Employment Supports, Job
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

Provider Survey (scaled to 40 hr. week) <sup>1</sup>

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		

**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
Nursing Respite, Registered Nurse, 1:1, Big Island
Nursing Respite, Registered Nurse, 1:1, Other Islands
Nursing Respite, Registered Nurse, 1:2, Big Island
Nursing Respite, Registered Nurse, 1:2, Other Islands
Nursing Respite, Registered Nurse, 1:3, Big Island
Nursing Respite, Registered Nurse, 1:3, Other Islands

#### 'Typical Workweek' Without Training and PTO

wunoui Training ana PTO							_			
Direct services	39.50	39.50	39.25	39.25	37.75	38.40	37.75	38.40	37.75	38.40
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	-	-	-	-	1.25	0.60	1.25	0.60	1.25	0.60
Transporting participants	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	0.50	0.50	0.75	0.75	0.50	0.50	0.50	0.50	0.50	0.50
Employer and one-on-one supervision time	-	-	-	-	0.50	0.50	0.50	0.50	0.50	0.50
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

Direct services	35.55	35.55	35.32	35.32	33.97	34.56	33.97	34.56	33.97	34.56
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	-	-	-	-	1.13	0.54	1.13	0.54	1.13	0.54
Transporting participants	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	0.45	0.45	0.68	0.68	0.45	0.45	0.45	0.45	0.45	0.45
Employer and one-on-one supervision time	-	-	-	-	0.45	0.45	0.45	0.45	0.45	0.45
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

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

Respite, Hourly, Consumer-Directed, 1:1, Rio Island
Respite, Hourly, Consumer-Directed, 1:1,
Respite, Hourly, Consumer-Directed, 1:2, Big Island
Respite, Hourly, Consumer-Directed, 1:2, Other Islands
Nursing Respite, Registered Nurse, 1:1, Big Island
Nursing Respite, Registered Nurse, 1:1, Other Islands
Nursing Respite, Registered Nurse, 1:2, Big Island
Nursing Respite, Registered Nurse, 1:2, Other Islands
Nursing Respite, Registered Nurse, 1:3, Big Island
Nursing Respite, Registered Nurse, 1:3, Other Islands

Provider Survey (scaled to 40 hr. week) 1

40 hr. week) 1		 	·	 ************	 	 
Direct services						
Performing 'collateral						
contacts'					 	 
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						

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

Nursing Respite, Licensed Practical Nurse, 1:1, Big Island
Nursing Respite, Licensed Practical Nurse, 1:1, Other Islands
Nursing Respite, Licensed Practical Nurse, 1:2, Big Island
Nursing Respite, Licensed Practical Nurse, 1:2, Other Islands
Nursing Respite, Licensed Practical Nurse, 1:3, Big Island
Nursing Respite, Licensed Practical Nurse, 1:3, Other Islands
Chore, Big Island
Chore, Other Islands
Chore, Consumer-Directed, Big Island
Chore, Consumer-Directed, Other Islands

#### 'Typical Workweek' Without Training and PTO

Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Employer and one-on-one supervision time	2.00	2.00	2.00	2.00	2.00	2.00	0.50	0.50	-	-
Recordkeeping and reporting	0.50	0.50	0.50	0.50	0.50	0.50	-	-	0.50	0.50
Missed appointments	-	-	-	-	-	-	0.50	0.50	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-
Transporting participants	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	1.25	0.60	1.25	0.60	1.25	0.60	3.75	1.75	-	-
Attending ISP meetings	-	-	-	-	-	-	-	-	-	-
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Direct services	36.25	36.90	36.25	36.90	36.25	36.90	35.25	37.25	39.50	39.50

#### **Annual Hours for Training**

#### and PTO

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

Direct services	32.62	33.21	32.62	33.21	32.62	33.21	31.86	33.67	35.70	35.70
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	1.13	0.54	1.13	0.54	1.13	0.54	3.39	1.58	-	-
Transporting participants	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	0.45	0.45	-	-
Recordkeeping and reporting	0.45	0.45	0.45	0.45	0.45	0.45	-	-	0.45	0.45
Employer and one-on-one supervision time	1.80	1.80	1.80	1.80	1.80	1.80	0.45	0.45	-	-
Training	0.46	0.46	0.46	0.46	0.46	0.46	0.31	0.31	0.31	0.31
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

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

Nursing Respite, Licensed Practical Nurse, 1:1, Big Island
Nursing Respite, Licensed Practical Nurse, 1:1, Other Islands
Nursing Respite, Licensed Practical Nurse, 1:2, Big Island
Nursing Respite, Licensed Practical Nurse, 1:2, Other Islands
Nursing Respite, Licensed Practical Nurse, 1:3, Big Island
Nursing Respite, Licensed Practical Nurse, 1:3, Other Islands
Chore, Big Island
Chore, Other Islands
Chore, Consumer-Directed, Big Island
Chore, Consumer-Directed, Other Islands

Provider Survey (scaled to 40 hr. week) <sup>1</sup>

40 m. week)						
Direct services				40.00	40.00	
Performing 'collateral contacts'				-	-	
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	

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

Non-Medical Transportation, Big Island
Non-Medical Transportation, Other Islands
Non-Medical Transportation, Consumer- Directed, Big Island
Non-Medical Transportation, Consumer- Directed, Other Islands
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

#### 'Typical Workweek' Without Training and PTO

wunoui Training and P10												
Direct services	26.00	31.50	39.50	39.50	29.00	33.00	28.50	32.50	27.50	31.50	27.00	31.00
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)	12.00	6.50	-	-	7.50	3.50	7.50	3.50	7.50	3.50	7.50	3.50
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up					-	-	-	-	-	-	-	-
Program development					-	-	-	-	-	-	-	-
Meeting preparation					-	-	-	-	-	-	-	-
Missed appointments					0.50	0.50	-	-	0.50	0.50	-	-
Recordkeeping and reporting	1.25	1.25	0.50	0.50	1.25	1.25	1.75	1.75	1.25	1.25	1.75	1.75
Employer and one-on-one supervision time	0.75	0.75	-	-	0.50	0.50	0.50	0.50	2.00	2.00	2.00	2.00
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

### 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	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

Direct services	23.39	28.34	35.55	35.55	26.09	29.69	25.64	29.24	24.74	28.34	24.29	27.89
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)	10.80	5.85	-	-	6.75	3.15	6.75	3.15	6.75	3.15	6.75	3.15
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	0.00	0.00	0.00	0.00	0.45	0.45	-	-	0.45	0.45	-	-
Recordkeeping and reporting	1.13	1.13	0.45	0.45	1.13	1.13	1.58	1.58	1.13	1.13	1.58	1.58
Employer and one-on-one supervision time	0.68	0.68	-	-	0.45	0.45	0.45	0.45	1.80	1.80	1.80	1.80
Training	0.46	0.46	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	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

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

Non-Medical Transportation, Big Island
Non-Medical Transportation, Other Islands
Non-Medical Transportation, Consumer- Directed, Big Island
Non-Medical Transportation, Consumer- Directed, Other Islands
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

Provider Survey (scaled to 40 hr. week) 1

Direct services	-	-		39.00	30.00		32.00	40.00	
Performing 'collateral contacts'	-	-		-	-		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	

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

Private Duty Nursing, Registered Nurse, 1:1, Big Island
Private Duty Nursing, Registered Nurse, 1:1, Other Islands
Private Duty Nursing, Registered Nurse, 1:2, Big Island
Private Duty Nursing, Registered Nurse, 1:2, Other Islands
Private Duty Nursing, Licensed Practical Nurse, 1:1, Big Island
Private Duty Nursing, Licensed Practical Nurse, 1:1, Other Islands
Private Duty Nursing, Licensed Practical Nurse, 1:2, Big Island
Private Duty 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

#### 'Typical Workweek' Without Training and PTO

wunoui Training and PTO											
Direct services	32.75	35.50	32.75	35.50	31.25	34.00	31.25	34.00	30.25	34.25	4.00
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	5.00	2.25	5.00	2.25	5.00	2.25	5.00	2.25	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

supervision time Training	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.12
Employer and one-on-one	0.45	0.45	0.45	0.45	1.80	1.80	1.80	1.80	0.45	0.45	0.10
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
Missed appointments	0.45	0.45	-	-	0.45	0.45	-	-	0.45	0.45	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-
Transporting participants	-	-	-	-	-	-	-	Ī -	-	-	-
Travel time (between participants)	4.50	2.03	4.50	2.03	4.50	2.03	4.50	2.03	6.75	3.15	4.65
Attending ISP Meetings	-	-	-	-	-	-	-	-	-	-	-
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-
Direct services	29.47	31.94	29.47	31.94	28.12	30.59	28.12	30.59	27.22	30.82	4.00

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

Private Duty Nursing, Registered Nurse, 1:1, Big Island
Private Duty Nursing, Registered Nurse, 1:1, Other Islands
Private Duty Nursing, Registered Nurse, 1:2, Big Island
Private Duty Nursing, Registered Nurse, 1:2, Other Islands
Private Duty Nursing, Licensed Practical Nurse, 1:1, Big Island
Private Duty Nursing, Licensed Practical Nurse, 1:1, Other Islands
Private Duty Nursing, Licensed Practical Nurse, 1:2, Big Island
Private Duty 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

Provider Survey (scaled to 40 hr. week)<sup>1</sup>

40 hr. week) <sup>1</sup>	····	,,,, <b>,,</b> ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	<b>V</b>	*//////////////////////////////////////	<b>.</b>	· · · · · · · · · · · · · · · · · · ·	 ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	//1	
Direct services									
Performing 'collateral contacts'									
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									

**Appendix D: Therapeutic Living Programs - Staff Hour Assumptions** 

Shared Staff Hours	
Hours in a Week	168.0
'Peak' Daytime Hours <sup>1</sup>	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
One-to-One Staff Hours	
Additional One-to-One Staff Hours per Participant per Week	40.0
Total Hours per Participant per Week	124.0