

COVID-19 Related Rate Models for I/DD Waiver Services*

- prepared for -

Developmental Disabilities Division
Hawaii State Department of Health

- prepared by -

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* This packet only includes rates for which new rate models have been developed so, for example, it does not include information related to retainer payments or T&C telehealth rates set equal to current rates.

**COVID-19 Related Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

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**COVID-19 Related Rate Models for I/DD Waiver Services
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Listing of Rates

Service	Unit	Big Island	Other Islands	All Islands
Additional Residential Supports, Group Services, 1:2	15 min.	\$3.03	\$2.94	
Additional Residential Supports, Group Services, 1:3	15 min.	\$2.12	\$2.06	
Additional Residential Supports, Group Services, 1:4	15 min.	\$1.67	\$1.62	
Additional Residential Supports, Group Services, 1:5	15 min.	\$1.39	\$1.35	
Additional Residential Supports, Group Services, 1:6	15 min.	\$1.21	\$1.18	
Personal Assistance/ Habilitation, Telehealth, 1:1	15 min.			\$6.71
Personal Assistance/ Habilitation, Telehealth, 1:2	15 min.			\$3.90
Personal Assistance/ Habilitation, Telehealth, 1:3	15 min.			\$2.87
Adult Day Health, Telehealth, Group	15 min.			\$3.64
Adult Day Health, Telehealth, 1:1	15 min.			\$7.06
Discovery and Career Planning, Telehealth	15 min.			\$10.74
Benefits Planning, Telehealth	15 min.			\$12.49
Individual Employment Supports, Telehealth, Job Development	15 min.			\$10.92
Individual Employment Supports, Telehealth, Job Coaching	15 min.			\$9.45
Medical Respite, Registered Nurse with Room and Board	Day			\$1,169.88
Medical Respite, Licensed Practical Nurse with Room and Board	Day			\$681.79
Medical Respite, Certified Nursing Assistant with Room and Board	Day			\$495.46
Medical Respite, Registered Nurse without Room and Board	Day			\$1,117.53
Medical Respite, Licensed Practical Nurse without Room and Board	Day			\$629.43
Medical Respite, Certified Nursing Assistant without Room and Board	Day			\$443.10

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Additional Residential Supports, Group Services

		1:2		1:3		
		Big Island	Other Islands	Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$12.33	\$12.33	\$12.33	\$12.33	
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.43	\$16.43	\$16.43	\$16.43	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	1.13	0.54	1.13	0.54	
	- Attending ISP Meetings	-	-	-	-	
	- Recordkeeping and Reporting	-	-	-	-	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	34.19	34.78	34.19	34.78	
	Productivity Factor	1.17	1.15	1.17	1.15	
Staff Cost After Productivity Adj. per Billable Hour	\$19.22	\$18.89	\$19.22	\$18.89		
Mileage	- Number of Miles Traveled per Week	45	18	45	18	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$24.08	\$9.63	\$24.08	\$9.63	
	Mileage Cost per Billable Hour	\$0.70	\$0.28	\$0.70	\$0.28	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$22.50	\$22.50	
	Program Support Cost per Billable Hour	\$2.19	\$2.16	\$3.29	\$3.23	
	Cost per Billable Hour Before Administration	\$22.11	\$21.33	\$23.21	\$22.40	
	- Administration Percent	5.0%	5.0%	5.0%	5.0%	
	Administration Cost per Billable Hour	\$1.16	\$1.12	\$1.22	\$1.18	
	Cost per Billable Hour Before General Excise Tax	\$23.27	\$22.45	\$24.43	\$23.58	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	
General Excise Tax Cost per Billable Hour	\$0.97	\$1.06	\$1.02	\$1.11		
Total Cost per Billable Hour	\$24.24	\$23.51	\$25.45	\$24.69		
- Number of Participants	2	2	3	3		
Rate per 15 Minutes	\$3.03	\$2.94	\$2.12	\$2.06		

**COVID-19 Related Rate Models for I/DD Waiver Services
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Additional Residential Supports, Group Services

		1:4		1:5		
		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	\$12.33	\$12.33	\$12.33	\$12.33	
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.43	\$16.43	\$16.43	\$16.43	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	1.13	0.54	1.13	0.54	
	- Attending ISP Meetings	-	-	-	-	
	- Recordkeeping and Reporting	-	-	-	-	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	3.54	
	"Billable" Hours	34.19	34.78	34.19	34.78	
	Productivity Factor	1.17	1.15	1.17	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$19.22	\$18.89	\$19.22	\$18.89	
Mileage	- Number of Miles Traveled per Week	45	18	45	18	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$24.08	\$9.63	\$24.08	\$9.63	
	Mileage Cost per Billable Hour	\$0.70	\$0.28	\$0.70	\$0.28	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$30.00	\$30.00	\$37.50	\$37.50	
	Program Support Cost per Billable Hour	\$4.39	\$4.31	\$5.48	\$5.39	
	Cost per Billable Hour Before Administration	\$24.31	\$23.48	\$25.40	\$24.56	
	- Administration Percent	5.0%	5.0%	5.0%	5.0%	
	Administration Cost per Billable Hour	\$1.28	\$1.24	\$1.34	\$1.29	
	Cost per Billable Hour Before General Excise Tax	\$25.59	\$24.72	\$26.74	\$25.85	
	- General Excise Tax Rate	4.0%	4.5%	4.0%	4.5%	
General Excise Tax Cost per Billable Hour	\$1.07	\$1.16	\$1.11	\$1.22		
Total Cost per Billable Hour	\$26.66	\$25.88	\$27.85	\$27.07		
- Number of Participants	4	4	5	5		
Rate per 15 Minutes	\$1.67	\$1.62	\$1.39	\$1.35		

**COVID-19 Related Rate Models for I/DD Waiver Services
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Additional Residential Supports, Group Services

		1:6		
		Big Island	Other Islands	
Unit of Service		15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$12.33	\$12.33	
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.43	\$16.43	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	1.13	0.54	
	- Attending ISP Meetings	-	-	
	- Recordkeeping and Reporting	-	-	
	- Employer and One-on-One Supervision Time	0.68	0.68	
	- Training	0.46	0.46	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	34.19	34.78	
	Productivity Factor	1.17	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$19.22	\$18.89	
Mileage	- Number of Miles Traveled per Week	45	18	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$24.08	\$9.63	
	Mileage Cost per Billable Hour	\$0.70	\$0.28	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$45.00	\$45.00	
	Program Support Cost per Billable Hour	\$6.58	\$6.47	
	Cost per Billable Hour Before Administration	\$26.50	\$25.64	
	- Administration Percent	5.0%	5.0%	
	Administration Cost per Billable Hour	\$1.39	\$1.35	
	Cost per Billable Hour Before General Excise Tax	\$27.89	\$26.99	
	- General Excise Tax Rate	4.0%	4.5%	
General Excise Tax Cost per Billable Hour	\$1.16	\$1.27		
Total Cost per Billable Hour	\$29.05	\$28.26		
- Number of Participants	6	6		
Rate per 15 Minutes	\$1.21	\$1.18		

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Personal Assistance/ Habilitation, Telehealth

		1:1	1:2	1:3	
		All Islands	All Islands	All Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.60	\$13.60	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	\$17.85	\$17.85	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time (Between Participants)	-	2.03	2.03	
	- Attending ISP Meetings	0.23	0.45	0.68	
	- Missed Appointments	0.45	-	-	
	- Recordkeeping and Reporting	0.45	0.68	0.90	
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	
	- Training	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	
	"Billable" Hours	34.19	32.16	31.71	
	Productivity Factor	1.17	1.24	1.26	
	Staff Cost After Productivity Adj. per Billable Hour	\$20.88	\$22.13	\$22.49	
Mileage	- Number of Miles Traveled per Week	0	0	0	
	- Amount per Mile	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$0.00	\$0.00	\$0.00	
	Mileage Cost per Billable Hour	\$0.00	\$0.00	\$0.00	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$30.00	\$45.00	
	Program Support Cost per Billable Hour	\$2.19	\$4.66	\$7.10	
	Cost per Billable Hour Before Administration	\$23.07	\$26.79	\$29.59	
	- Administration Percent	10.0%	10.0%	10.0%	
	Administration Cost per Billable Hour	\$2.56	\$2.98	\$3.29	
	Cost per Billable Hour Before General Excise Tax	\$25.63	\$29.77	\$32.88	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	
General Excise Tax Cost per Billable Hour	\$1.21	\$1.40	\$1.55		
Total Cost per Billable Hour	\$26.84	\$31.17	\$34.43		
- Number of Participants	1	2	3		
Rate per 15 Minutes	\$6.71	\$3.90	\$2.87		

**COVID-19 Related Rate Models for I/DD Waiver Services
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Adult Day Health, Telehealth

		Group	
		All Islands	
Unit of Service		15 Minute	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Transporting participants	-	
	- Attending ISP Meetings	0.23	
	- Program Set-Up/ Clean-Up	2.25	
	- Recordkeeping and Reporting	0.45	
	- Employer and One-on-One Supervision Time	0.68	
	- Training	0.46	
	- Paid Time Off	3.54	
	"Billable" Hours	32.39	
	Productivity Factor	1.23	
	Hourly Staff Cost per Billable Hour	\$21.96	
	<i>Staffing Ratio</i>		
	- Group Size (Participants per Direct Support Staff)	3.0	
- Participant Attendance Rate	85%		
- Adjusted Weighted Avg. of No. of Participants per Staff	2.55		
Staff Cost per Participant per Billable Hour		\$8.61	
Attendance	- Annual Days of Program Operations	250.0	
	- Annual Days of Participant Attendance	212.5	
	- Hours per Day of Participant Attendance	6.00	
	Hours per Year of Participant Attendance	1,275	
Mileage	<i>Depreciation Costs</i>		
	- Purchase Price	\$40,000	
	- Salvage Value	30%	
	- Useful Life (Miles)	100,000	
	Depreciation Cost per Mile	\$0.280	
	<i>Operating Costs</i>		
	Amount per Mile	\$0.285	
	- Number of Miles Traveled per Vehicle per Week	0	
	- Number of Participants per Vehicle	4.00	
	Allocated Miles per Participant per Week	0.0	
Annual Mileage Cost/ Participant (at 250 days of operation)	\$0.00		
Mileage Cost per Participant per Billable Hour		\$0.00	
Facility	- Square Feet of Service Space per Participant	100	
	- Annual Cost per Square Foot	\$18.00	
	Annual Facility Cost per Participant	\$1,800.00	
	Facility Cost per Participant per Billable Hour	\$1.41	
Supplies	- Cost of Supplies per Participant per Day	\$1.00	
	Supply Cost per Participant per Billable Hour	\$0.17	
Program Support, Admin., and Taxes	- Program Support Funding per Participant per Day	\$15.00	
	Program Support Cost per Participant per Billable Hour	\$2.32	
	Cost per Billable Hour Before Administration	\$12.51	
	- Administration Percent	10.0%	
	Administration Cost per Participant per Billable Hour	\$1.39	
	Cost per Billable Hour Before General Excise Tax	\$13.90	
	- General Excise Tax Rate	4.5%	
Weekly General Excise Tax Cost per Participant	\$0.65		
Total Cost per Billable Hour		\$14.55	
Rate per 15 Minutes		\$3.64	

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Adult Day Health, Telehealth, 1:1

		All Islands	
	Unit of Service	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.60	
	- Employee Benefit Rate (as a percent of wages)	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$17.85	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Transporting participants	-	
	- Attending ISP Meetings	0.23	
	- Recordkeeping and Reporting	0.45	
	- Employer and One-on-One Supervision Time	0.68	
	- Training	0.46	
	- Paid Time Off	3.54	
	"Billable" Hours	34.64	
	Productivity Factor	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$20.53	
Attendance	- Annual Days of Program Operations	250.0	
	- Participant Attendance Rate	85%	
	- Annual Days of Participant Attendance	212.5	
	- Hours per Day of Participant Attendance	6.00	
	Hours per Year of Participant Attendance	1,275	
Mileage	<i>Depreciation Costs</i>		
	- Purchase Price	\$40,000	
	- Salvage Value	30%	
	- Useful Life (Miles)	100,000	
	Depreciation Cost per Mile	\$0.280	
	<i>Operating Costs</i>		
	Amount per Mile	\$0.285	
	- Number of Miles Traveled per Vehicle per Week	0	
	- Number of Participants per Vehicle	4.00	
	Allocated Miles per Participant per Week	0.0	
Annual Mileage Cost/ Participant (at 250 days of operation)	\$0.00		
	Mileage Cost per Participant per Billable Hour	\$0.00	
Facility	- Square Feet of Service Space per Participant	100	
	- Annual Cost per Square Foot	\$18.00	
	Annual Facility Cost per Participant	\$1,800.00	
	Facility Cost per Participant per Billable Hour	\$1.41	
Supplies	- Cost of Supplies per Participant per Day	\$1.00	
	Supply Cost per Participant per Billable Hour	\$0.17	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	
	Program Support Cost per Billable Hour	\$2.17	
	Cost per Billable Hour Before Administration	\$24.28	
	- Administration Percent	10.0%	
	Administration Cost per Billable Hour	\$2.70	
	Cost per Billable Hour Before General Excise Tax	\$26.98	
- General Excise Tax Rate	4.5%		
	General Excise Tax Cost per Billable Hour	\$1.27	
	Total Cost per Billable Hour	\$28.25	
	Rate per 15 Minutes	\$7.06	

**COVID-19 Related Rate Models for I/DD Waiver Services
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Discovery and Career Planning, Telehealth

		All Islands	
	Unit of Service	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.28	
	- Employee Benefit Rate (as a percent of wages)	23.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.64	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Participants)	-	
	- Program Development	1.34	
	- Attending ISP Meetings	0.22	
	- Recordkeeping and Reporting	0.45	
	- Employer and One-on-One Supervision Time	0.67	
	- Training	0.77	
	- Paid Time Off	3.54	
	"Billable" Hours	33.01	
Productivity Adjustment	1.21		
	Staff Cost After Productivity Adj. per Billable Hour	\$34.65	
Mileage	- Number of Miles Traveled per Week	0	
	- Amount per Mile	\$0.535	
	Weekly Mileage Cost	\$0.00	
	Mileage Cost per Billable Hour	\$0.00	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	
	Program Support Cost per Billable Hour	\$2.27	
	Cost per Billable Hour Before Administration	\$36.92	
	- Administration Percent	10.0%	
	Administrative Cost per Billable Hour	\$4.10	
	Cost per Billable Hour Before General Excise Tax	\$41.02	
	- General Excise Tax Rate	4.5%	
	General Excise Tax Cost per Billable Hour	\$1.93	
	Rate per Hour	\$42.95	
	Rate per 15 Minutes	\$10.74	

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Benefits Planning, Telehealth

		All Islands	
	Unit of Service	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$25.58	
	- Employee Benefit Rate (as a percent of wages)	21.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.16	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Participants)	-	
	- Program Development	1.32	
	- Missed Appointments	0.44	
	- Recordkeeping and Reporting	2.21	
	- Employer and One-on-One Supervision Time	0.66	
	- Training	1.15	
	- Paid Time Off	3.54	
	"Billable" Hours	30.68	
Productivity Adjustment	1.30		
	Staff Cost After Productivity Adj. per Billable Hour	\$40.51	
Mileage	- Number of Miles Traveled per Week	0	
	- Amount per Mile	\$0.535	
	Weekly Mileage Cost	\$0.00	
	Mileage Cost per Billable Hour	\$0.00	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	
	Program Support Cost per Billable Hour	\$2.44	
	Cost per Billable Hour Before Administration	\$42.95	
	- Administration Percent	10.0%	
	Administrative Cost per Billable Hour	\$4.77	
	Cost per Billable Hour Before General Excise Tax	\$47.72	
	- General Excise Tax Rate	4.5%	
	General Excise Tax Cost per Billable Hour	\$2.25	
	Rate per Hour	\$49.97	
	Rate per 15 Minutes	\$12.49	

**COVID-19 Related Rate Models for I/DD Waiver Services
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Individual Employment Supports, Telehealth

		Job Development	Job Coaching	
		All Islands	All Islands	
Unit of Service		15 Minutes	15 Minutes	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$23.28	\$20.99	
	- Employee Benefit Rate (as a percent of wages)	23.0%	24.4%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.64	\$26.11	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	-	-	
	- Program Development	1.78	-	
	- Attending ISP Meetings	0.22	0.22	
	- Recordkeeping and Reporting	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.67	0.67	
	- Training	0.77	0.77	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	32.57	34.35	
Productivity Adjustment	1.23	1.16		
Staff Cost After Productivity Adj. per Billable Hour		\$35.23	\$30.29	
Mileage	- Number of Miles Traveled per Week	0	0	
	- Amount per Mile	\$0.535	\$0.535	
	Weekly Mileage Cost	\$0.00	\$0.00	
	Mileage Cost per Billable Hour	\$0.00	\$0.00	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.30	\$2.18	
	Cost per Billable Hour Before Administration	\$37.53	\$32.47	
	- Administration Percent	10.0%	10.0%	
	Administrative Cost per Billable Hour	\$4.17	\$3.61	
	Cost per Billable Hour Before General Excise Tax	\$41.70	\$36.08	
	- General Excise Tax Rate	4.5%	4.5%	
General Excise Tax Cost per Billable Hour		\$1.96	\$1.70	
Total Cost per Billable Hour		\$43.66	\$37.78	
Rate per 15 Minutes		\$10.92	\$9.45	

**COVID-19 Related Rate Models for I/DD Waiver Services
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Medical Respite, with Room and Board

		Registered Nurse	Licensed Practical Nurse	Certified Nursing Assistant	
		All Islands	All Islands	All Islands	
Unit of Service		Day	Day	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$44.37	\$22.30	\$14.62	
	- Employee Benefit Rate (as a percent of wages)	16.6%	23.6%	30.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$51.74	\$27.56	\$19.01	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Employer and One-on-One Supervision Time	0.45	1.80	1.80	
	- Training	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	
	"Billable" Hours	35.55	34.20	34.20	
	Productivity Factor	1.13	1.17	1.17	
	Staff Cost After Productivity Adj. per Work Hour	\$58.47	\$32.25	\$22.24	
	- Number of Work Hours per Day	16	16	16	
	Staff Cost per Day	\$935.52	\$516.00	\$355.84	
PPE	Personal Protective Equipment Cost per Day	\$10.00	\$10.00	\$10.00	
Program Support and Admin.	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	
	Cost per Day Before Administration	\$960.52	\$541.00	\$380.84	
	- Administration Percent	10.0%	10.0%	10.0%	
	Administrative Cost per Day	\$106.72	\$60.11	\$42.32	
R&B	Room and Board Cost per Day	\$50.00	\$50.00	\$50.00	
	Cost per Day Before General Excise Tax	\$1,117.24	\$651.11	\$473.16	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	
	General Excise Tax Cost per Day	\$52.64	\$30.68	\$22.30	
	Rate per Day	\$1,169.88	\$681.79	\$495.46	

**COVID-19 Related Rate Models for I/DD Waiver Services
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Medical Respite, without Room and Board

		Registered Nurse	Licensed Practical Nurse	Certified Nursing Assistant	
		All Islands	All Islands	All Islands	
Unit of Service		Day	Day	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$44.37	\$22.30	\$14.62	
	- Employee Benefit Rate (as a percent of wages)	16.6%	23.6%	30.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$51.74	\$27.56	\$19.01	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Employer and One-on-One Supervision Time	0.45	1.80	1.80	
	- Training	0.46	0.46	0.46	
	- Paid Time Off	3.54	3.54	3.54	
	"Billable" Hours	35.55	34.20	34.20	
	Productivity Factor	1.13	1.17	1.17	
	Staff Cost After Productivity Adj. per Work Hour	\$58.47	\$32.25	\$22.24	
	- Number of Work Hours per Day	16	16	16	
	Staff Cost per Day	\$935.52	\$516.00	\$355.84	
	PPE	Personal Protective Equipment Cost per Day	\$10.00	\$10.00	\$10.00
Program Support and Admin.	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	
	Cost per Day Before Administration	\$960.52	\$541.00	\$380.84	
	- Administration Percent	10.0%	10.0%	10.0%	
	Administrative Cost per Day	\$106.72	\$60.11	\$42.32	
	Cost per Day Before General Excise Tax	\$1,067.24	\$601.11	\$423.16	
- General Excise Tax Rate	4.5%	4.5%	4.5%		
General Excise Tax Cost per Day	\$50.29	\$28.32	\$19.94		
Rate per Day	\$1,117.53	\$629.43	\$443.10		

Appendices to COVID-19 Related Rate Models for I/DD Waiver Services

- prepared for -

Developmental Disabilities Division
Hawaii State Department of Health

- prepared by -

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May 6, 2020

**COVID-19 Related Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix A: Wage Assumptions

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

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

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

**COVID-19 Related Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

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

Personal Assistance/ Habilitation	Residential Habilitation	Adult Day Health	Discovery and Career Planning	Benefits Planning	Individual Employment Supports, Job Development	Individual Employment Supports, Job Coaching	Medical Respite - Registered Nurse	Medical Respite - Licensed Practical Nurse	Medical Respite - Certified Nursing Assistant
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BLS Code and Title

11-9151 Social and community service mgrs.									
19-3031 Clinical/ couns./ school psychologists									
21-1012 Educational/ voc./ school counselors			75%	100%	75%	50%			
21-1014 Mental health counselors									
21-1015 Rehabilitation counselors			25%		25%	50%			
21-1021 Child/ family/ school social workers									
21-1022 Healthcare social workers									
21-1023 Mental health/ sub. abuse social work									
21-1093 Social and human service assistants									
21-1094 Community health workers									
25-2051 Special education teachers, preschool									
25-2052 Special ed. teachers, kinder. & elem.									
25-2053 Special ed. teachers, middle school									
25-2054 Special ed. teachers, secondary school									
25-9041 Teacher assistants									
29-1031 Dietitians and nutritionists									
29-1066 Psychiatrists									
29-1122 Occupational therapists									
29-1123 Physical therapists									
29-1127 Speech-language pathologists									
29-1141 Registered nurses							100%		
29-2053 Psychiatric technicians									
29-2061 Lic. practical/ lic. vocational nurses								100%	
31-1011 Home health aides	25%	10%	25%						
31-1013 Psychiatric aides	25%	10%	25%						
31-1014 Nursing assistants									100%
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%	35%						
39-9032 Recreation workers	15%	10%	15%						
39-9041 Residential advisers		20%							
	100%	100%	100%	100%	100%	100%	100%	100%	100%

**COVID-19 Related Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

**Appendix A: Wage Assumptions
(Using Job Requirement Assumptions)**

Personal Assistance/ Habilitation	Residential Habilitation	Adult Day Health	Discovery and Career Planning	Benefits Planning	Individual Employment Supports, Job Development	Individual Employment Supports, Job Coaching	Medical Respite - Registered Nurse	Medical Respite - Licensed Practical Nurse	Medical Respite - Certified Nursing Assistant
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Bureau of Labor Statistics

10th Percentile	\$10.30	\$9.12	\$10.30	\$15.29	\$16.12	\$15.29	\$14.47	\$30.46	\$17.84	\$10.66
25th Percentile	\$11.46	\$10.08	\$11.46	\$18.57	\$20.06	\$18.57	\$17.07	\$37.11	\$20.06	\$12.68
50th Percentile (Median)	\$13.60	\$12.33	\$13.60	\$23.28	\$25.58	\$23.28	\$20.99	\$44.37	\$22.30	\$14.62
75th Percentile	\$15.86	\$14.91	\$15.86	\$27.22	\$30.06	\$27.22	\$24.37	\$51.10	\$25.17	\$17.19
90th Percentile	\$18.58	\$18.14	\$18.58	\$32.86	\$36.05	\$32.86	\$29.66	\$57.39	\$28.57	\$18.78

**COVID-19 Related Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

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

% of Employees with Access		% of Employees Who Receive ('Participation')		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)	
BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models

Mandatory Benefits

FICA ²	-	100%	-	100%	-	7.65%	-	7.65%
Federal UI ³	-	100%	-	100%	-	0.60%	-	0.60%
State UI ⁴	-	100%	-	100%	-	2.40%	-	2.40%
Employ. & Train. ⁴	-	100%	-	100%	-	0.01%	-	0.01%
Workers' Comp.	-	100%	-	100%	-	2.00%	-	2.00%

Paid Time Off⁵

Holidays	75%	100%	75%	100%	8.0	8.0	6.0	8.0
Vacation Leave	71%	100%	71%	100%	10.0	15.0	7.1	15.0
Sick Leave	61%	100%	61%	100%	7.0	15.0	4.3	15.0
Total	-	-	-	-	25.0	23.0	17.4	23.0

Health Insurance⁶

	67%	100%	52%	100%	\$407.45	\$400.00	\$211.87	\$400.00
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Other Benefits⁷

	-	100%	-	100%	-	\$50	-	\$50.00
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Notes

¹BLS' 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

²Combined Social Security tax rate of 6.20% and Medicare tax rate of 1.45%

³Applies to first \$7,000 in wages

⁴Applies to first \$42,200 in wages in 2016

⁵BLS 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)

⁶In 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/>)

⁷BLS provides information for a variety of other benefits that cannot be combined

**COVID-19 Related Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

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

Hourly Wage	Full-Time Annual Salary	Effective Benefit Rate - Model Assumptions ^{1,2}	
		w/ PTO	w/o PTO
\$10	\$20,800	47.0%	38.2%
\$11	\$22,880	44.7%	35.8%
\$12	\$24,960	42.7%	33.9%
\$13	\$27,040	41.0%	32.2%
\$14	\$29,120	39.6%	30.7%
\$15	\$31,200	38.3%	29.5%
\$16	\$33,280	37.2%	28.4%
\$17	\$35,360	36.3%	27.5%
\$18	\$37,440	35.4%	26.6%
\$19	\$39,520	34.7%	25.8%
\$20	\$41,600	34.0%	25.1%
\$21	\$43,680	33.3%	24.4%
\$22	\$45,760	32.6%	23.8%
\$23	\$47,840	32.0%	23.2%
\$24	\$49,920	31.4%	22.6%
\$25	\$52,000	30.9%	22.1%
\$26	\$54,080	30.4%	21.6%
\$27	\$56,160	30.0%	21.2%
\$28	\$58,240	29.6%	20.7%
\$29	\$60,320	29.2%	20.4%
\$30	\$62,400	28.8%	20.0%
\$31	\$64,480	28.5%	19.7%
\$32	\$66,560	28.2%	19.4%
\$33	\$68,640	27.9%	19.1%
\$34	\$70,720	27.6%	18.8%
\$35	\$72,800	27.3%	18.5%
\$36	\$74,880	27.1%	18.3%
\$37	\$76,960	26.9%	18.0%
\$38	\$79,040	26.6%	17.8%
\$39	\$81,120	26.4%	17.6%
\$40	\$83,200	26.2%	17.4%
\$41	\$85,280	26.0%	17.2%
\$42	\$87,360	25.9%	17.0%
\$43	\$89,440	25.7%	16.9%
\$44	\$91,520	25.5%	16.7%
\$45	\$93,600	25.4%	16.6%
\$46	\$95,680	25.2%	16.4%
\$47	\$97,760	25.1%	16.3%
\$48	\$99,840	24.9%	16.1%
\$49	\$101,920	24.8%	16.0%
\$50	\$104,000	24.7%	15.9%

¹This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate

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

**COVID-19 Related Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions

Additional Residential Supports, 1:2, Big Island	Additional Residential Supports, 1:2, Other Islands	Additional Residential Supports, 1:3, Big Island	Additional Residential Supports, 1:3, Other Islands	Additional Residential Supports, 1:4, Big Island	Additional Residential Supports, 1:4, Other Islands	Additional Residential Supports, 1:5, Big Island	Additional Residential Supports, 1:5, Other Islands	Additional Residential Supports, 1:6, Big Island	Additional Residential Supports, 1:6, Other Islands
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**'Typical Workweek'
Without Training and**

Direct services	38.00	38.65	38.00	38.65	38.00	38.65	38.00	38.65	38.00	38.65
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	1.25	0.60	1.25	0.60	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	-	-	-	-	-	-	-	-	-	-
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Annual Hours for
Training and PTO**

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

**Workweek Adjusted for
Training and PTO**

Direct services	34.19	34.78	34.19	34.78	34.19	34.78	34.19	34.78	34.19	34.78
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	1.13	0.54	1.13	0.54	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	-	-	-	-	-	-	-	-	-	-
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

**COVID-19 Related Rate Models for I/DD Waiver Services
prepared for Developmental Disabilities Division**

Appendix C: Productivity Assumptions

Personal Assistance/Habilitation, Telehealth, All Islands	Personal Assistance/Habilitation, Telehealth, 1:2, All Islands	Personal Assistance/Habilitation, Telehealth, 1:3, All Islands	Adult Day Health, Telehealth, Group, All Islands	Adult Day Health, Telehealth, 1:1, All Islands	Discovery and Career Planning, Telehealth, All Islands	Benefits Planning, Telehealth, All Islands	Individual Employment Supports, Telehealth, Job Development, All Islands	Individual Employment Supports, Telehealth, Job Coaching, All Islands	Medical Respite, Registered Nurse, All Islands	Medical Respite, Licensed Practical Nurse, All Islands	Medical Respite, Certified Nursing Assistant, All Islands
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**'Typical Workweek'
Without Training and**

Direct services	38.00	35.75	35.25	36.00	37.25	37.00	34.75	36.50	38.50	39.50	38.00	38.00
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	0.25	0.50	0.75	0.25	0.25	0.25	-	0.25	0.25	-	-	-
Travel time (between participants)	-	-	-	-	-	-	-	-	-	-	-	-
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	2.50	1.25	-	-	-	-	-	-	-
Program development	-	-	-	-	-	1.50	1.50	2.00	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.50	-	-	-	-	-	0.50	-	-	-	-	-
Recordkeeping and reporting	0.50	0.75	1.00	0.50	0.50	0.50	2.50	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	0.50	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	40.00	60.00	40.00	40.00	24.00	24.00	24.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

**Workweek Adjusted for
Training and PTO**

Direct services	34.19	32.16	31.71	32.39	33.51	33.01	30.68	32.57	34.35	35.55	34.20	34.20
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	0.23	0.45	0.68	0.23	0.23	0.22	-	0.22	0.22	-	-	-
Travel time (between participants)	-	2.03	2.03	-	-	-	-	-	-	-	-	-
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	2.25	1.13	-	-	-	-	-	-	-
Program development	-	-	-	-	-	1.34	1.32	1.78	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.45	-	-	-	-	-	0.44	-	-	-	-	-
Recordkeeping and reporting	0.45	0.68	0.90	0.45	0.45	0.45	2.21	0.45	0.45	-	-	-
Employer and one-on-one supervision time	0.68	0.68	0.68	0.68	0.68	0.67	0.66	0.67	0.67	0.45	1.80	1.80
Training	0.46	0.46	0.46	0.46	0.46	0.77	1.15	0.77	0.77	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