

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

Final Rate Models

- prepared for -

Developmental Disabilities Division
Hawaii State Department of Health

- prepared by -

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

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**Final Rate Models for I/DD Waiver Services
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Comparison of Current and Final Rates

Service	Unit	Big Island				Other Islands				Notes
		Svc. Code	Current Rate	Final Rate	Pct. Change	Svc. Code	Current Rate	Final Rate	Pct. Change	
Personal Assistance/ Habilitation, 1:1	15 min.	99509-U6	\$8.64	\$10.82	25.2%	S5125-U6	\$7.46	\$9.38	25.7%	
Personal Assistance/ Habilitation, 1:2	15 min.	99509-UN	\$4.69	\$5.78	23.2%	S5125-UN	\$4.07	\$5.03	23.6%	
Personal Assistance/ Habilitation, 1:3	15 min.	99509-UP	\$3.42	\$4.16	21.6%	S5125-UP	\$2.99	\$3.64	21.7%	
Personal Assistance/ Habilitation, 2:1	15 min.	99509-U7	\$15.46	\$19.18	24.1%	S5125-U7	\$13.80	\$17.12	24.1%	
Personal Assistance/ Habilitation, 3:1	15 min.	99509-U4	\$22.28	\$27.55	23.7%	S5125-U4	\$20.13	\$24.86	23.5%	
Personal Assistance/ Hab., Registered Behavior Tech., 1:1	15 min.	99509-HM	\$17.37	\$17.37	0.0%	S5125-HM	\$15.00	\$15.00	0.0%	no changes proposed (rates were 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)
Personal Assistance/ Hab., Registered Behavior Tech., 2:1	15 min.	99509-U9	\$23.64	\$23.64	0.0%	S5125-U9	\$20.78	\$20.78	0.0%	
Personal Assistance/ Hab., Registered Behavior Tech., 3:1	15 min.	99509-UD	\$29.90	\$29.90	0.0%	S5125-UD	\$26.56	\$26.56	0.0%	
Personal Assistance, Habilitation, Consumer-Directed, 1:1	15 min.	99509-U1	\$4.77	\$5.65	18.4%	S5125-U1	\$4.77	\$5.65	18.4%	
Personal Assistance, Habilitation, Consumer-Directed, 1:2	15 min.	99509-51	\$2.43	\$2.87	18.1%	S5125-51	\$2.43	\$2.87	18.1%	
Res. Habilitation, Licensed Homes, 3 or Fewer Beds - Tier 1	Day		\$120.64		9.2%		\$115.29		9.9%	rates will no longer vary by home capacity, but the current rates for all home sizes are displayed for comparison purposes rate includes 21-day absence factor so billing is limited to 344 days per year
Res. Habilitation, Licensed Homes, 4 Beds - Tier 1	Day	T2033-UB	\$103.24	\$131.71	27.6%	T2016-UB	\$99.29	\$126.74	27.6%	
Res. Habilitation, Licensed Homes, 5 or More Beds - Tier 1	Day		\$92.81		41.9%		\$89.70		41.3%	
Res. Habilitation, Licensed Homes, 3 or Fewer Beds - Tier 2	Day		\$164.17		9.5%		\$159.04		9.9%	
Res. Habilitation, Licensed Homes, 4 Beds - Tier 2	Day	T2033-UC	\$144.05	\$179.70	24.7%	T2016-UC	\$140.32	\$174.73	24.5%	
Res. Habilitation, Licensed Homes, 5 or More Beds - Tier 2	Day		\$131.98		36.2%		\$129.09		35.4%	
Res. Habilitation, Licensed Homes, 3 or Fewer Beds - Tier 3	Day		\$185.94		18.9%		\$180.93		19.4%	
Res. Habilitation, Licensed Homes, 4 Beds - Tier 3	Day	T2033-UD	\$160.38	\$221.07	37.8%	T2016-UD	\$156.73	\$216.11	37.9%	
Res. Habilitation, Licensed Homes, 5 or More Beds - Tier 3	Day		\$145.05		52.4%		\$142.21		52.0%	
Residential Habilitation - Adult Foster Homes, Tier 1	Day	S5140-U1	\$120.64	\$117.65	(2.5%)	S5140-U4	\$115.29	\$117.24	1.7%	rate includes 21-day absence factor so billing is limited to 344 days per year
Residential Habilitation - Adult Foster Homes, Tier 2	Day	S5140-U2	\$164.17	\$151.57	(7.7%)	S5140-U5	\$159.04	\$151.16	(5.0%)	
Residential Habilitation - Adult Foster Homes, Tier 3	Day	S5140-U3	\$185.94	\$185.48	(0.2%)	S5140-U6	\$180.93	\$185.07	2.3%	
Therapeutic Living Program	Day	T2033-UA	\$502.58	\$620.42	23.4%	T2016-UA	\$499.23	\$613.80	22.9%	rate includes 21-day absence factor so billing is limited to 344 days per year
Additional Residential Supports	15 min.	99600	\$5.76	\$7.19	24.8%	T1004	\$5.58	\$6.95	24.6%	
Waiver Emergency Services, Crisis Mobile Outreach	15 min.	T2034-U1	\$27.50	\$27.50	0.0%	T2034-U2	\$27.50	\$27.50	0.0%	set at AMHD's Crisis Mobile Outreach rate
Waiver Emergency Services, Out-of-Home Stabilizaton	Day	T2031-U1	\$502.58	\$620.42	23.4%	T2031-U2	\$499.23	\$613.80	22.9%	rates based on TLP rates

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Comparison of Current and Final Rates

Service	Unit	Big Island				Other Islands				Notes
		Svc. Code	Current Rate	Final Rate	Pct. Change	Svc. Code	Current Rate	Final Rate	Pct. Change	
Adult Day Health, Tier 1	15 min.	S5100-U1	\$3.06	\$4.05	32.4%	H2032-U1	\$2.70	\$3.62	34.1%	
Adult Day Health, Tier 2	15 min.	S5100-U2	\$3.78	\$4.93	30.4%	H2032-U2	\$3.35	\$4.42	31.9%	
Adult Day Health, Tier 3	15 min.	S5100-U3	\$4.46	\$5.80	30.0%	H2032-U3	\$4.00	\$5.21	30.3%	
Adult Day Health, 1:1	15 min.	S5100-U4	\$8.38	\$10.49	25.2%	H2032-U4	\$7.62	\$9.50	24.7%	
Adult Day Health, Registered Behavior Technician, 1:1	15 min.	S5100-U5	\$17.37	\$17.37	0.0%	H2032-U5	\$15.00	\$15.00	0.0%	no changes proposed (rates were 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)
Community Learning Service, Group, Tier 1	15 min.	T2021-U1	\$4.56	\$5.86	28.5%	H2021-U1	\$3.97	\$5.14	29.5%	
Community Learning Service, Group, Tier 2	15 min.	T2021-U2	\$5.94	\$7.56	27.3%	H2021-U2	\$5.26	\$6.69	27.2%	
Community Learning Service, Group, Tier 3	15 min.	T2021-U3	\$7.31	\$9.24	26.4%	H2021-U3	\$6.52	\$8.22	26.1%	
Community Learning Service, 1:1	15 min.	T2021-U4	\$9.50	\$11.73	23.5%	H2021-U4	\$7.91	\$9.90	25.2%	
Community Learning Service, 1:2	15 min.	T2021-96	\$5.13	\$6.16	20.1%	H2021-96	\$4.30	\$5.28	22.8%	
Community Learning Service, 1:3	15 min.	T2021-59	\$3.73	\$4.42	18.5%	H2021-59	\$3.15	\$3.81	21.0%	
Community Learning Service, 2:1	15 min.	T2021-UN	\$16.32	\$20.07	23.0%	H2021-UN	\$14.24	\$17.62	23.7%	
Community Learning Service, 3:1	15 min.	T2021-UP	\$23.13	\$28.45	23.0%	H2021-UP	\$20.58	\$25.36	23.2%	
Community Learning Service, Registered Behavior Tech., 1:1	15 min.	T2021-U6	\$17.37	\$17.37	0.0%	H2021-U6	\$15.00	\$15.00	0.0%	no changes proposed (rates were 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)
Community Learning Service, Registered Behavior Tech., 2:1	15 min.	T2021-U7	\$23.87	\$23.87	0.0%	H2021-U7	\$20.97	\$20.97	0.0%	
Community Learning Service, Registered Behavior Tech., 3:1	15 min.	T2021-U8	\$30.36	\$30.36	0.0%	H2021-U8	\$26.94	\$26.94	0.0%	
Community Learning Service, Consumer-Directed, 1:1	15 min.	T2021-U5	\$5.23	\$6.10	16.6%	H2021-U5	\$4.98	\$5.83	17.1%	
Community Learning Service, Consumer-Directed, 1:2	15 min.	T2021-52	\$2.64	\$3.10	17.4%	H2021-52	\$2.51	\$2.97	18.3%	
Community Learning Service, Consumer-Directed, 1:3	15 min.	T2021-UD	\$1.79	\$2.09	16.8%	H2021-UD	\$1.70	\$1.99	17.1%	
Community Navigator	15 min.	G9012		\$13.80		G9012-SC		\$12.71		new service
Community Navigator, Telehealth	15 min.	G9012-95		\$11.93		G9012-GT		\$11.93		
Discovery and Career Planning	15 min.	T2015-U1	\$13.88	\$16.02	15.4%	T2015-U2	\$12.01	\$13.86	15.4%	
Benefits Planning	15 min.	S9445-U1	\$13.87	\$16.07	15.9%	S9445-U2	\$13.17	\$15.18	15.3%	
Individual Employment Support, Job Development	15 min.	T2019-U1	\$12.11	\$14.06	16.1%	T2019-U2	\$11.45	\$13.24	15.6%	
Individual Employment Support, Job Development, Telehealth	15 min.	T2019-U3	\$10.92	\$12.63	15.7%	T2019-U4	\$10.92	\$12.63	15.7%	
Individual Employment Support, Job Coaching	15 min.	H2025-U1	\$12.30	\$14.24	15.8%	H2025-U2	\$10.63	\$12.31	15.8%	
Individual Employment Support, Job Coaching, Telehealth	15 min.	H2025-U3	\$9.45	\$10.98	16.2%	H2025-U4	\$9.45	\$10.98	16.2%	

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Service	Unit	Big Island				Other Islands				Notes
		Svc. Code	Current Rate	Final Rate	Pct. Change	Svc. Code	Current Rate	Final Rate	Pct. Change	
Respite, Hourly, 1:1	15 min.	T1005-U1	\$5.84	\$7.61	30.3%	S5150	\$5.65	\$7.35	30.1%	
Respite, Hourly, 1:2	15 min.	T1005-UN	\$3.24	\$4.13	27.5%	S5150-UN	\$3.14	\$3.99	27.1%	
Respite, Hourly, 1:3	15 min.	T1005-UP	\$2.38	\$2.97	24.8%	S5150-UP	\$2.31	\$2.87	24.2%	
Respite, Daily, 1:1	15 min.	T1002-22	\$142.60	\$142.60	0.0%	T1002-22	\$142.60	\$142.60	0.0%	no changes proposed (only for service in licensed or certified homes; all other Respite to billed at the 15-minute rate)
Respite, Hourly, Consumer-Directed, 1:1	15 min.	T1005-UA	\$3.85	\$4.99	29.6%	S5150-UA	\$3.85	\$4.99	29.6%	
Respite, Hourly, Consumer-Directed, 1:2	15 min.	T1005-UB	\$1.92	\$2.50	30.2%	S5150-UB	\$1.92	\$2.50	30.2%	
Nursing Respite, Registered Nurse, 1:1	15 min.	T1002-U2	\$18.51	\$22.27	20.3%	T1002-U8	\$18.17	\$21.76	19.8%	
Nursing Respite, Registered Nurse, 1:2	15 min.	T1002-U3	\$9.57	\$11.46	19.7%	T1002-U9	\$9.40	\$11.20	19.1%	
Nursing Respite, Registered Nurse, 1:3	15 min.	T1002-U4	\$6.60	\$7.85	18.9%	T1002-UA	\$6.48	\$7.68	18.5%	
Nursing Respite, Licensed Practical Nurse, 1:1	15 min.	T1002-U5	\$10.69	\$11.79	10.3%	T1002-UB	\$10.36	\$11.37	9.7%	
Nursing Respite, Licensed Practical Nurse, 1:2	15 min.	T1002-U6	\$5.68	\$6.23	9.7%	T1002-UC	\$5.51	\$6.02	9.3%	
Nursing Respite, Licensed Practical Nurse, 1:3	15 min.	T1002-U7	\$4.01	\$4.38	9.2%	T1002-UD	\$3.89	\$4.23	8.7%	
Chore	15 min.	S5120-U1	\$6.52	\$8.63	32.4%	S5120-U2	\$5.82	\$7.75	33.2%	
Chore, Consumer-Directed	15 min.	S5120-U3	\$4.24	\$5.54	30.7%	S5120-U4	\$4.24	\$5.54	30.7%	
Non-Medical Transportation	Mile	S0215-U1	\$1.70	\$2.03	19.4%	S0215-U2	\$1.51	\$1.79	18.5%	
Non-Medical Transportation	Trip	T2003-U1	\$6.00	\$6.00	0.0%	T2003-U1	\$6.00	\$6.00	0.0%	no changes proposed (no rate model)
Non-Medical Transportation, Consumer-Directed	Mile	S0215-U3	\$1.30	\$1.52	16.9%	S0215-U4	\$1.14	\$1.33	16.7%	
Non-Medical Transportation, Consumer-Directed	Trip	T2003	\$6.00	\$6.00	0.0%	T2003	\$6.00	\$6.00	0.0%	no changes proposed (no rate model)
Private Duty Nursing, Registered Nurse, 1:1	15 min.	T1000-U1	\$22.04	\$26.43	19.9%	T1000-U5	\$19.85	\$23.74	19.6%	
Private Duty Nursing, Registered Nurse, 1:2	15 min.	T1000-U2	\$11.39	\$13.59	19.3%	T1000-U6	\$10.27	\$12.21	18.9%	
Private Duty Nursing, Licensed Practical Nurse, 1:1	15 min.	T1000-U3	\$13.09	\$14.42	10.2%	T1000-U7	\$11.58	\$12.71	9.8%	
Private Duty Nursing, Licensed Practical Nurse, 1:2	15 min.	T1000-U4	\$6.93	\$7.60	9.7%	T1000-U8	\$6.15	\$6.71	9.1%	

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Comparison of Current and Final Rates

Service	Unit	Big Island				Other Islands				Notes
		Svc. Code	Current Rate	Final Rate	Pct. Change	Svc. Code	Current Rate	Final Rate	Pct. Change	
Training and Consultation, Dietician	Hour	S5111-AE	\$70.42	\$78.09	10.9%	98960-AE	\$59.08	\$65.61	11.1%	
Training and Consultation, Dietician, Interisland	Hour	98960-U4	\$168.56	\$180.26	6.9%	98960-U4	\$168.56	\$180.26	6.9%	
Training and Consultation, Psychologist	Hour	S5111-AH	\$101.06	\$103.14	2.1%	98960-AH	\$86.16	\$87.78	1.9%	telehealth rates currently set equal to standard rates
Training and Consultation, Psychologist, Telehealth	Hour	S5111-G0	\$101.06	\$103.14	2.1%	98960-G0	\$86.16	\$87.78	1.9%	
Training and Consultation, Psychologist, Interisland	Hour	98960-U5	\$218.15	\$220.83	1.2%	98960-U5	\$218.15	\$220.83	1.2%	
Training and Consultation, Behavior Analyst	Hour	S5111-HI	\$173.73	\$173.73	0.0%	98960-HI	\$150.00	\$150.00	0.0%	no changes proposed (rates were 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, Telehealth	Hour	S5111-95	\$173.73	\$173.73	0.0%	98960-95	\$150.00	\$150.00	0.0%	
Training and Consultation, Behavior Analyst, Interisland	Hour	98960-U6	\$218.15	\$220.83	1.2%	98960-U6	\$218.15	\$220.83	1.2%	telehealth rates currently set equal to standard rates
Training and Consultation, Assistant Behavior Analyst	Hour	S5111-96	\$104.24	\$104.24	0.0%	98960-96	\$90.00	\$90.00	0.0%	rate is set equal to Psychologist rate
Training and Consultation, Asst. Behavior Analyst, Interisland	Hour	98960-97	\$175.80	\$171.91	(2.2%)	98960-97	\$175.80	\$171.91	(2.2%)	no changes proposed (rates were 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, Speech Therapist	Hour	S5111-GN	\$82.89	\$89.93	8.5%	98960-GN	\$70.10	\$76.09	8.5%	
Training and Consultation, Speech Therapist, Interisland	Hour	98960-U7	\$188.74	\$199.44	5.7%	98960-U7	\$188.74	\$199.44	5.7%	
Training and Consultation, Occupational Therapist	Hour	S5111-GO	\$82.89	\$89.93	8.5%	98960-GO	\$70.10	\$76.09	8.5%	Rates also apply to T&C for Specialized Medical Equipment and Supplies (S5111-U1 on the Big Island and 98960-U1 on other islands) and T&C for Environmental Accessibility Adaptations (S9129-U1 on the Big Island and S9129-U2 on other islands)
Training and Consultation, Occupational Therapist, Interisland	Hour	98960-U8	\$188.74	\$199.44	5.7%	98960-U8	\$188.74	\$199.44	5.7%	
Training and Consultation, Physical Therapist	Hour	S5111-GP	\$82.89	\$89.93	8.5%	98960-GP	\$70.10	\$76.09	8.5%	
Training and Consultation, Physical Therapist, Interisland	Hour	98960-U9	\$188.74	\$199.44	5.7%	98960-U9	\$188.74	\$199.44	5.7%	
Training and Consultation, Registered Nurse	Hour	S5111-TD	\$93.59	\$111.39	19.0%	98960-TD	\$79.56	\$95.07	19.5%	telehealth rates currently set equal to standard rates
Training and Consultation, Registered Nurse, Telehealth	Hour	S5111-GT	\$93.59	\$111.39	19.0%	98960-GT	\$79.56	\$95.07	19.5%	
Training and Consultation, Registered Nurse, Interisland	Hour	98960-UD	\$206.06	\$234.19	13.7%	98960-UD	\$206.06	\$234.19	13.7%	
Training and Consultation, LCSW/ LMHC/ LMFT	Hour	S5111-HO	\$56.07	\$56.37	0.5%	98960-HO	\$46.38	\$46.40	0.0%	
Training and Consultation, LCSW/ LMHC/ LMFT, Interisland	Hour	98960-UC	\$145.32	\$145.09	(0.2%)	98960-UC	\$145.32	\$145.09	(0.2%)	
Training and Consultation, All Other Prof., Telehealth	Hour	S5111-GQ	\$82.89	\$89.93	8.5%	98960-GQ	\$70.10	\$76.09	8.5%	applies to all T&C other than RNs, behavior analysts and psychologists

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Personal Assistance/ Habilitation, 1:1

		Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.64	\$21.64
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	4.46	2.01
	- Attending ISP Meetings	0.22	0.22
	- Missed Appointments	0.45	0.45
	- Recordkeeping and Reporting	0.45	0.45
	- Employer and One-on-One Supervision Time	0.67	0.67
	- Training	0.77	0.77
	- Paid Time Off	3.54	3.54
	"Billable" Hours	29.44	31.89
	Productivity Factor	1.36	1.25
	Staff Cost After Productivity Adj. per Billable Hour	\$29.43	\$27.05
Mileage	- Number of Miles Traveled per Week	180	72
	- Amount per Mile	\$0.575	\$0.575
	Weekly Mileage Cost	\$103.50	\$41.40
	Mileage Cost per Billable Hour	\$3.52	\$1.30
Nursing Supports	- Nursing Support Staff Hourly Wage	\$53.22	\$53.22
	- Nursing Support Staff Benefit Rate	17.2%	17.2%
	Weekly Cost of Nursing Support	\$2,494.95	\$2,494.95
	- Number of DSWs per Nurse	50.0	50.0
	Weekly Nursing Support Staff Cost per Billable Hour	\$1.69	\$1.56
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.55	\$2.35
	Cost per Billable Hour Before Administration	\$37.19	\$32.26
	- Administration Percent	10.0%	10.0%
	Administration Cost per Billable Hour	\$4.13	\$3.58
	Cost per Billable Hour Before General Excise Tax	\$41.32	\$35.84
	- General Excise Tax Rate	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$1.95	\$1.69
Total Cost per Billable Hour		\$43.27	\$37.53
Rate per 15 Minutes		\$10.82	\$9.38

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Personal Assistance/ Habilitation, Groups

		1:2		1:3	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$16.23	\$16.23	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.64	\$21.64	\$21.64	\$21.64
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	4.46	2.01	4.46	2.01
	- Attending ISP Meetings	0.45	0.45	0.67	0.67
	- Recordkeeping and Reporting	0.67	0.67	0.89	0.89
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	29.44	31.89	29.00	31.45
	Productivity Factor	1.36	1.25	1.38	1.27
	Staff Cost After Productivity Adj. per Billable Hour	\$29.43	\$27.05	\$29.86	\$27.48
Mileage	- Number of Miles Traveled per Week	180	72	180	72
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$103.50	\$41.40	\$103.50	\$41.40
	Mileage Cost per Billable Hour	\$3.52	\$1.30	\$3.57	\$1.32
Nursing Supports	- Nursing Support Staff Hourly Wage	\$53.22	\$53.22	\$53.22	\$53.22
	- Nursing Support Staff Benefit Rate	17.2%	17.2%	17.2%	17.2%
	Weekly Cost of Nursing Support	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95
	- Number of DSWs per Nurse	50.0	50.0	50.0	50.0
Program Support, Administration, and Taxes	Weekly Nursing Support Staff Cost per Billable Hour	\$1.69	\$1.56	\$1.72	\$1.59
	- Program Support Funding per Day	\$30.00	\$30.00	\$45.00	\$45.00
	Program Support Cost per Billable Hour	\$5.10	\$4.70	\$7.76	\$7.15
	Cost per Billable Hour Before Administration	\$39.74	\$34.61	\$42.91	\$37.54
	- Administration Percent	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$4.42	\$3.85	\$4.77	\$4.17
	Cost per Billable Hour Before General Excise Tax	\$44.16	\$38.46	\$47.68	\$41.71
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$2.08	\$1.81	\$2.25	\$1.97
	Total Cost per Billable Hour	\$46.24	\$40.27	\$49.93	\$43.68
	- Number of Participants	2	2	3	3
	Rate per 15 Minutes	\$5.78	\$5.03	\$4.16	\$3.64

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

Personal Assistance/ Habilitation, Multiple Staff

		2:1		3:1	
		Big Island	Other Islands	Big Island	Other Islands
Direct Support Staff Wages and Benefits - Primary Staff	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes
	- Direct Staff Hourly Wage	\$16.23	\$16.23	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.64	\$21.64	\$21.64	\$21.64
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	4.46	2.01	4.46	2.01
	- Attending ISP Meetings	0.22	0.22	0.22	0.22
	- Missed Appointments	0.45	0.45	0.45	0.45
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	29.44	31.89	29.44	31.89
	Productivity Factor	1.36	1.25	1.36	1.25
	Primary Staff Cost After Productivity Adj. per Billable Hr.	\$29.43	\$27.05	\$29.43	\$27.05
Direct Support Staff Wages and Benefits - Additional Staff	- Direct Staff Hourly Wage	\$16.23	\$16.23	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.64	\$21.64	\$21.64	\$21.64
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	4.46	2.01	4.46	2.01
	- Missed Appointments	0.45	0.45	0.45	0.45
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	30.11	32.56	30.11	32.56
	Productivity Factor	1.33	1.23	1.33	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$28.78	\$26.62	\$28.78	\$26.62
Mileage	Number of Additional Staff	1	1	2	2
	Addl. Staff Cost After Productivity Adj. per Billable Hr.	\$28.78	\$26.62	\$57.56	\$53.24
Nursing Supports	- Number of Miles Traveled per Week	180	72	180	72
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$103.50	\$41.40	\$103.50	\$41.40
	Mileage Cost per Billable Hour (for Primary Staff)	\$3.52	\$1.30	\$3.52	\$1.30
Nursing Supports	- Nursing Support Staff Hourly Wage	\$53.22	\$53.22	\$53.22	\$53.22
	- Nursing Support Staff Benefit Rate	17.2%	17.2%	17.2%	17.2%
	Weekly Cost of Nursing Support	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95
	- Number of DSWs per Nurse	50.0	50.0	50.0	50.0
Program Support, Administration, and Taxes	Weekly Nursing Support Staff Cost per Billable Hour	\$1.66	\$1.53	\$1.66	\$1.53
	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.55	\$2.35	\$2.55	\$2.35
	Cost per Billable Hour Before Administration	\$65.94	\$58.85	\$94.72	\$85.47
	- Administration Percent	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$7.33	\$6.54	\$10.52	\$9.50
	Cost per Billable Hour Before General Excise Tax	\$73.27	\$65.39	\$105.24	\$94.97
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$3.45	\$3.08	\$4.96	\$4.48
	Total Cost per Billable Hour	\$76.72	\$68.47	\$110.20	\$99.45
	Rate per 15 Minutes	\$19.18	\$17.12	\$27.55	\$24.86

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

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

		Minimum Wage		Assumed Agency Wage	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	10.7%	10.7%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$17.97	\$17.97
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Attending ISP Meetings	0.22	0.22	0.22	0.22
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	35.02	35.02	35.02	35.02
	Productivity Factor	1.14	1.14	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$13.49	\$13.49	\$20.49	\$20.49
	Cost per Billable Hour Before Employer Taxes (Wage Range)	\$13.49	\$13.49	\$20.49	\$20.49
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%
	Hourly Cost of Employer Taxes	\$1.39	\$1.39	\$2.09	\$2.09
Total Cost per Billable Hour		\$14.88	\$14.88	\$22.58	\$22.58
Rate per 15 Minutes		\$3.72	\$3.72	\$5.65	\$5.65

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

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

		Minimum Wage		Assumed Agency Wage	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	10.7%	10.7%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$17.97	\$17.97
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Attending ISP Meetings	0.45	0.45	0.45	0.45
	- Recordkeeping and Reporting	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	34.57	34.57	34.57	34.57
	Productivity Factor	1.16	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$13.72	\$13.72	\$20.85	\$20.85
	Cost per Billable Hour Before Employer Taxes (Wage Range)	\$13.72	\$13.72	\$20.85	\$20.85
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%
	Hourly Cost of Employer Taxes	\$1.41	\$1.41	\$2.13	\$2.13
Total Cost per Billable Hour		\$15.13	\$15.13	\$22.98	\$22.98
- Number of Participants		2	2	2	2
Rate per 15 Minutes		\$1.89	\$1.89	\$2.87	\$2.87

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

Residential Habilitation, Licensed Homes

		Tier 1		Tier 2		Tier 3	
		Big Island	Other Islands	Big Island	Other Islands	Big Island	Other Islands
Unit of Service		Day	Day	Day	Day	Day	Day
Home Manager	- Home Manager Annual Salary	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00	\$47,476.00
	- Employee Benefit Rate (as a percent of wages)	36.0%	36.0%	36.0%	36.0%	36.0%	36.0%
	Annual Cost of Home Manager Wages and Benefits	\$64,567.36	\$64,567.36	\$64,567.36	\$64,567.36	\$64,567.36	\$64,567.36
	Weekly Home Manager Cost per Participant	\$310.42	\$310.42	\$310.42	\$310.42	\$310.42	\$310.42
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$15.26	\$15.26	\$15.26	\$15.26	\$15.26	\$15.26
	- Employee Benefit Rate (as a percent of wages)	34.6%	34.6%	34.6%	34.6%	34.6%	34.6%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.54	\$20.54	\$20.54	\$20.54	\$20.54	\$20.54
	<i>Productivity Adjustments</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54	3.54	3.54
	"Billable" Hours	35.02	35.02	35.02	35.02	35.02	35.02
	Productivity Factor	1.14	1.14	1.14	1.14	1.14	1.14
	Staff Cost per Billable Hour	\$23.46	\$23.46	\$23.46	\$23.46	\$23.46	\$23.46
	<i>Staffing</i>						
	- Staff Hours per Residence per Week	40.0	40.0	86.5	86.5	126.5	126.5
	Allocated Staff Hours per Participant per Week	10.0	10.0	21.6	21.6	31.6	31.6
	Weekly Staff Cost per Participant	\$234.60	\$234.60	\$506.74	\$506.74	\$741.34	\$741.34
Mileage	<i>Depreciation Costs</i>						
	- Purchase Price	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
	- Salvage Value	20%	20%	20%	20%	20%	20%
	- Useful Life (Miles)	100,000	100,000	100,000	100,000	100,000	100,000
	Depreciation Cost per Mile	\$0.32	\$0.32	\$0.32	\$0.32	\$0.32	\$0.32
	<i>Operating Costs</i>						
	Amount per Mile	\$0.305	\$0.305	\$0.305	\$0.305	\$0.305	\$0.305
	- Number of Miles per Week per Residence	300	120	300	120	300	120
Nursing Supports	Allocated Miles per Participant per Week	75.0	30.0	75.0	30.0	75.0	30.0
	Weekly Mileage Cost per Participant	\$46.88	\$18.75	\$46.88	\$18.75	\$46.88	\$18.75
	- Nursing Support Staff Hourly Wage	\$53.22	\$53.22	\$53.22	\$53.22	\$53.22	\$53.22
	- Nursing Support Staff Benefit Rate	17.2%	17.2%	17.2%	17.2%	17.2%	17.2%
	Weekly Cost of Nursing Support	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95
Program Support, Administration, and Taxes	- Number of Participants per Nurse	50.0	50.0	50.0	50.0	50.0	50.0
	Weekly Nursing Support Staff Cost per Participant	\$49.90	\$49.90	\$49.90	\$49.90	\$49.90	\$49.90
	- Program Support Funding per Participant per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	Weekly Program Support Cost per Participant	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00
Program Support, Administration, and Taxes	Weekly Cost per Participant Before Administration	\$746.80	\$718.67	\$1,018.94	\$990.81	\$1,253.54	\$1,225.41
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
	Weekly Administration Cost per Participant	\$82.98	\$79.85	\$113.22	\$110.09	\$139.28	\$136.16
	Weekly Cost per Participant Before General Excise Tax	\$829.78	\$798.52	\$1,132.16	\$1,100.90	\$1,392.82	\$1,361.57
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%
	Weekly General Excise Tax Cost per Participant	\$39.10	\$37.63	\$53.35	\$51.87	\$65.63	\$64.16
	Total Cost per Participant per Week	\$868.88	\$836.15	\$1,185.51	\$1,152.77	\$1,458.45	\$1,425.73
	Rate per Day	\$124.13	\$119.45	\$169.36	\$164.68	\$208.35	\$203.68
	Rate per Day at 344 Days per Year	\$131.71	\$126.74	\$179.70	\$174.73	\$221.07	\$216.11

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

Residential Habilitation - Adult Foster Homes

		Tier 1		Tier 2		Tier 3	
		Big Island	Other Islands	Big Island	Other Islands	Big Island	Other Islands
Unit of Service		Day	Day	Day	Day	Day	Day
Recruitment	- Recruiter Hourly Wage	\$18.89	\$18.89	\$18.89	\$18.89	\$18.89	\$18.89
	- Employee Benefit Rate (as a percent of wages)	30.3%	30.3%	30.3%	30.3%	30.3%	30.3%
	Annual Cost of Home Recruiter Wages and Benefits	\$51,196.43	\$51,196.43	\$51,196.43	\$51,196.43	\$51,196.43	\$51,196.43
	- Number of Home Recruitments per Recruiter per Year	24	24	24	24	24	24
	Recruiter Cost per Home Recruitment	\$2,133.18	\$2,133.18	\$2,133.18	\$2,133.18	\$2,133.18	\$2,133.18
	-Average Number of Years that a Home Provides Care	7	7	7	7	7	7
	Amortized Annual Home Recruitment Costs per Home	\$304.74	\$304.74	\$304.74	\$304.74	\$304.74	\$304.74
Amortized Weekly Home Recruitment Costs per Participant		\$2.93	\$2.93	\$2.93	\$2.93	\$2.93	\$2.93
Recruiter Mileage	- Number of Miles Traveled per Year	5,000	2,000	5,000	2,000	5,000	2,000
	- Number of Miles per Home Recruitment	208	83	208	83	208	83
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575	\$0.575	\$0.575
	Annual Mileage Cost per Home	\$119.79	\$47.91	\$119.79	\$47.91	\$119.79	\$47.91
Weekly Mileage Cost per Home per Participant		\$1.15	\$0.46	\$1.15	\$0.46	\$1.15	\$0.46
Supervision and Oversight	- Home Supervisor Hourly Wage	\$18.89	\$18.89	\$18.89	\$18.89	\$18.89	\$18.89
	- Employee Benefit Rate (as a percent of wages)	30.3%	30.3%	30.3%	30.3%	30.3%	30.3%
	Annual Cost of Home Supervisor Wages and Benefits	\$51,196.43	\$51,196.43	\$51,196.43	\$51,196.43	\$51,196.43	\$51,196.43
	- Number of Homes Supervised	20	20	20	20	20	20
Annual Supervision Costs per Home		\$2,559.82	\$2,559.82	\$2,559.82	\$2,559.82	\$2,559.82	\$2,559.82
Weekly Supervision Costs per Home per Participant		\$24.61	\$24.61	\$24.61	\$24.61	\$24.61	\$24.61
Supervisor Mileage	- Number of Miles Traveled per Year	10,000	4,000	10,000	4,000	10,000	4,000
	- Number of Miles per Home Supervised	500	200	500	200	500	200
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575	\$0.575	\$0.575
	Annual Mileage Cost per Home	\$287.50	\$115.00	\$287.50	\$115.00	\$287.50	\$115.00
Weekly Mileage Cost per Home per Participant		\$2.76	\$1.11	\$2.76	\$1.11	\$2.76	\$1.11
Home Payment	Annual Payment per Participant	\$25,000.00	\$25,000.00	\$35,000.00	\$35,000.00	\$45,000.00	\$45,000.00
	Weekly Payment per Home per Participant	\$480.77	\$480.77	\$673.08	\$673.08	\$865.38	\$865.38
Nursing Supports	- Nursing Support Staff Hourly Wage	\$53.22	\$53.22	\$53.22	\$53.22	\$53.22	\$53.22
	- Nursing Support Staff Benefit Rate	17.2%	17.2%	17.2%	17.2%	17.2%	17.2%
	Weekly Cost of Nursing Support	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95
	- Number of Participants per Nurse	50.0	50.0	50.0	50.0	50.0	50.0
Weekly Nursing Support Staff Cost per Participant		\$49.90	\$49.90	\$49.90	\$49.90	\$49.90	\$49.90
Program Support, Administration, and Taxes	- Program Support Funding per Participant per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	Weekly Program Support Cost per Participant	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00
	Weekly Cost per Participant Before Administration	\$667.12	\$664.78	\$859.43	\$857.09	\$1,051.73	\$1,049.39
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
	Weekly Administration Cost per Participant	\$74.12	\$73.86	\$95.49	\$95.23	\$116.86	\$116.60
	Weekly Cost per Participant Before General Excise Tax	\$741.24	\$738.64	\$954.92	\$952.32	\$1,168.59	\$1,165.99
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%
Weekly General Excise Tax Cost per Participant		\$34.93	\$34.81	\$45.00	\$44.87	\$55.06	\$54.94
Total Cost per Participant per Week		\$776.17	\$773.45	\$999.92	\$997.19	\$1,223.65	\$1,220.93
Rate per Day		\$110.88	\$110.49	\$142.85	\$142.46	\$174.81	\$174.42
Rate per Day at 344 Days per Year		\$117.65	\$117.24	\$151.57	\$151.16	\$185.48	\$185.07

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

Residential Habilitation - Therapeutic Living Program

		Big Island	Other Islands
Unit of Service		Day	Day
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$18.05	\$18.05
	- Employee Benefit Rate (as a percent of wages)	31.1%	31.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.66	\$23.66
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Employer and One-on-One Supervision Time	0.67	0.67
	- Training	0.77	0.77
	- Paid Time Off	3.54	3.54
	"Billable" Hours	35.02	35.02
	Productivity Factor	1.14	1.14
	Staff Cost per Billable Hour	\$27.02	\$27.02
	<i>Staffing</i>		
	- Allocated Staff Hrs. per Participant per Wk. (Appendix D)	124.0	124.0
	Weekly Staff Cost per Participant	\$3,350.48	\$3,350.48
Mileage	<i>Depreciation Costs</i>		
	- Purchase Price	\$40,000	\$40,000
	- Salvage Value	20%	20%
	- Useful Life (Miles)	100,000	100,000
	Depreciation Cost per Mile	\$0.32	\$0.32
	<i>Operating Costs</i>		
	Amount per Mile	\$0.305	\$0.305
Program Support, Administration, and Taxes	- Allocated Miles per Participant per Week	100.0	40.0
	Weekly Mileage Cost per Participant	\$62.50	\$25.00
	- Program Support Funding per Participant per Day	\$15.00	\$15.00
	Weekly Program Support Cost per Participant	\$105.00	\$105.00
	Weekly Cost per Participant Before Administration	\$3,517.98	\$3,480.48
	- Administration Percent	10.0%	10.0%
	Weekly Administration Cost per Participant	\$390.89	\$386.72
	Weekly Cost per Participant Before General Excise Tax	\$3,908.87	\$3,867.20
	- General Excise Tax Rate	4.5%	4.5%
	Weekly General Excise Tax Cost per Participant	\$184.19	\$182.22
	Total Cost per Participant per Week	\$4,093.06	\$4,049.42
	Rate per Day	\$584.72	\$578.49
	Rate per Day at 344 Days per Year	\$620.42	\$613.80

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

Additional Residential Supports

		Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$15.26	\$15.26
	- Employee Benefit Rate (as a percent of wages)	34.6%	34.6%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.54	\$20.54
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	1.12	0.54
	- 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	33.90	34.48
	Productivity Factor	1.18	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$24.24	\$23.83
Mileage	- Number of Miles Traveled per Week	45	18
	- Amount per Mile	\$0.575	\$0.575
	Weekly Mileage Cost	\$25.88	\$10.35
	Mileage Cost per Billable Hour	\$0.76	\$0.30
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$7.50	\$7.50
	Program Support Cost per Billable Hour	\$1.11	\$1.09
	Cost per Billable Hour Before Administration	\$26.11	\$25.22
	- Administration Percent	5.0%	5.0%
	Administration Cost per Billable Hour	\$1.37	\$1.33
	Cost per Billable Hour Before General Excise Tax	\$27.48	\$26.55
	- General Excise Tax Rate	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$1.29	\$1.25
Total Cost per Billable Hour		\$28.77	\$27.80
Rate per 15 Minutes		\$7.19	\$6.95

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

Adult Day Health

		Tier 1		Tier 2		Tier 3	
		Big Island	Other Islands	Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$16.23	\$16.23	\$16.23	\$16.23	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%	33.3%	33.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.64	\$21.64	\$21.64	\$21.64	\$21.64	\$21.64
	<i>Productivity Adjustments</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00
	- Transporting participants	4.46	1.78	4.46	1.78	4.46	1.78
	- Attending ISP Meetings	0.45	0.45	0.22	0.22	0.22	0.22
	- Program Set-Up/ Clean-Up	2.23	2.23	2.23	2.23	2.23	2.23
	- Recordkeeping and Reporting	0.67	0.67	0.67	0.67	0.45	0.45
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54	3.54	3.54
	"Billable" Hours	27.21	29.89	27.44	30.12	27.66	30.34
	Productivity Factor	1.47	1.34	1.46	1.33	1.45	1.32
	Hourly Staff Cost per Billable Hour	\$31.81	\$29.00	\$31.59	\$28.78	\$31.38	\$28.56
	<i>Staffing Ratio</i>						
	- Group Size (Participants per Direct Support Staff)	6.0	6.0	4.0	4.0	3.0	3.0
	- Participant Attendance Rate	85%	85%	85%	85%	85%	85%
	- Adjusted Weighted Avg. of No. of Participants per Staff	5.10	5.10	3.40	3.40	2.55	2.55
	Staff Cost per Participant per Billable Hour	\$6.24	\$5.69	\$9.29	\$8.46	\$12.31	\$11.20
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	250.0	250.0
	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	6.00	6.00
	Hours per Year of Participant Attendance	1,275	1,275	1,275	1,275	1,275	1,275
Mileage	<i>Depreciation Costs</i>						
	- Purchase Price	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
	- Salvage Value	20%	20%	20%	20%	20%	20%
	- Useful Life (Miles)	100,000	100,000	100,000	100,000	100,000	100,000
	Depreciation Cost per Mile	\$0.320	\$0.320	\$0.320	\$0.320	\$0.320	\$0.320
	<i>Operating Costs</i>						
	Amount per Mile	\$0.305	\$0.305	\$0.305	\$0.305	\$0.305	\$0.305
	- Number of Miles Traveled per Vehicle per Week	250	100	250	100	250	100
	- Number of Participants per Vehicle	4.00	4.00	4.00	4.00	4.00	4.00
	Allocated Miles per Participant per Week	62.5	25.0	62.5	25.0	62.5	25.0
Annual Mileage Cost/ Participant (at 250 days of operation)		\$1,953.13	\$781.25	\$1,953.13	\$781.25	\$1,953.13	\$781.25
	Mileage Cost per Participant per Billable Hour	\$1.53	\$0.61	\$1.53	\$0.61	\$1.53	\$0.61
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	100
	- Annual Cost per Square Foot	\$15.00	\$18.00	\$15.00	\$18.00	\$15.00	\$18.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,800.00	\$1,500.00	\$1,800.00	\$1,500.00	\$1,800.00
	Facility Cost per Participant per Billable Hour	\$1.18	\$1.41	\$1.18	\$1.41	\$1.18	\$1.41
Supplies	- Cost of Supplies per Participant per Day	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
	Supply Cost per Participant per Billable Hour	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Nursing Supports	- Nursing Support Staff Hourly Wage	\$53.22	\$53.22	\$53.22	\$53.22	\$53.22	\$53.22
	- Nursing Support Staff Benefit Rate	17.2%	17.2%	17.2%	17.2%	17.2%	17.2%
	Weekly Cost of Nursing Support	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95
	- Number of Participants per Nurse	50.0	50.0	50.0	50.0	50.0	50.0
Program Support, Admin., and Taxes	Weekly Nursing Support Staff Cost per Billable Hour	\$2.04	\$2.04	\$2.04	\$2.04	\$2.04	\$2.04
	- Program Support Funding per Participant per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	Program Support Cost per Participant per Billable Hour	\$2.76	\$2.51	\$2.73	\$2.49	\$2.71	\$2.47
	Cost per Billable Hour Before Administration	\$13.92	\$12.43	\$16.94	\$15.18	\$19.94	\$17.90
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Participant per Billable Hour	\$1.55	\$1.38	\$1.88	\$1.69	\$2.22	\$1.99
	Cost per Billable Hour Before General Excise Tax	\$15.47	\$13.81	\$18.82	\$16.87	\$22.16	\$19.89
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%
	Weekly General Excise Tax Cost per Participant	\$0.73	\$0.65	\$0.89	\$0.79	\$1.04	\$0.94
	Total Cost per Billable Hour	\$16.20	\$14.46	\$19.71	\$17.66	\$23.20	\$20.83
	Rate per 15 Minutes	\$4.05	\$3.62	\$4.93	\$4.42	\$5.80	\$5.21

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

Adult Day Health, 1:1

		Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.64	\$21.64
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Transporting participants	4.46	1.78
	- Attending ISP Meetings	0.22	0.22
	- Recordkeeping and Reporting	0.45	0.45
	- Employer and One-on-One Supervision Time	0.67	0.67
	- Training	0.77	0.77
	- Paid Time Off	3.54	3.54
	"Billable" Hours	29.89	32.57
	Productivity Factor	1.34	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$29.00	\$26.62
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Participant Attendance Rate	85%	85%
	- Annual Days of Participant Attendance	212.5	212.5
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,275	1,275
Mileage	<i>Depreciation Costs</i>		
	- Purchase Price	\$40,000	\$40,000
	- Salvage Value	20%	20%
	- Useful Life (Miles)	100,000	100,000
	Depreciation Cost per Mile	\$0.320	\$0.320
	<i>Operating Costs</i>		
	Amount per Mile	\$0.305	\$0.305
	- Number of Miles Traveled per Vehicle per Week	250	100
	- Number of Participants per Vehicle	4.00	4.00
	Allocated Miles per Participant per Week	62.5	25.0
Facility	Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,953.13	\$781.25
	Mileage Cost per Participant per Billable Hour	\$1.53	\$0.61
	- Square Feet of Service Space per Participant	100	100
	- Annual Cost per Square Foot	\$15.00	\$18.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,800.00
Supplies	Facility Cost per Participant per Billable Hour	\$1.18	\$1.41
	- Cost of Supplies per Participant per Day	\$1.00	\$1.00
Nursing Supports	Supply Cost per Participant per Billable Hour	\$0.17	\$0.17
	- Nursing Support Staff Hourly Wage	\$53.22	\$53.22
	- Nursing Support Staff Benefit Rate	17.2%	17.2%
	Weekly Cost of Nursing Support	\$2,494.95	\$2,494.95
	- Number of DSPs per Nurse	50.0	50.0
Program Support, Administration, and Taxes	Weekly Nursing Support Staff Cost per Billable Hour	\$1.67	\$1.53
	- Program Support Funding per Day	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.51	\$2.30
	Cost per Billable Hour Before Administration	\$36.06	\$32.64
	- Administration Percent	10.0%	10.0%
	Administration Cost per Billable Hour	\$4.01	\$3.63
	Cost per Billable Hour Before General Excise Tax	\$40.07	\$36.27
	- General Excise Tax Rate	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$1.89	\$1.71
	Total Cost per Billable Hour	\$41.96	\$37.98
	Rate per 15 Minutes	\$10.49	\$9.50

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

Community Learning Service, Group

		Tier 1		Tier 2		Tier 3	
		Big Island	Other Islands	Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$16.23	\$16.23	\$16.23	\$16.23	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%	33.3%	33.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.64	\$21.64	\$21.64	\$21.64	\$21.64	\$21.64
	<i>Productivity Adjustments</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00
	- Transporting participants	4.46	1.78	4.46	1.78	4.46	1.78
	- Attending ISP Meetings	0.22	0.22	0.22	0.22	0.22	0.22
	- Program Development	0.89	0.89	0.89	0.89	0.89	0.89
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	0.45	0.45
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54	3.54	3.54
	"Billable" Hours	29.00	31.68	29.00	31.68	29.00	31.68
	Productivity Factor	1.38	1.26	1.38	1.26	1.38	1.26
	Hourly Staff Cost per Billable Hour	\$29.86	\$27.27	\$29.86	\$27.27	\$29.86	\$27.27
	<i>Staffing Ratio</i>						
	- Group Size (Participants per Direct Support Staff)	3.0	3.0	2.0	2.0	1.5	1.5
	- Participant Attendance Rate	85%	85%	85%	85%	85%	85%
	- Adjusted Weighted Avg. of Number of Participants per Staff	2.55	2.55	1.70	1.70	1.28	1.28
Staff Cost per Participant per Billable Hour		\$11.71	\$10.69	\$17.56	\$16.04	\$23.33	\$21.30
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	250.0	250.0
	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	6.00	6.00
	Hours per Year of Participant Attendance	1,275	1,275	1,275	1,275	1,275	1,275
Mileage	<i>Depreciation Costs</i>						
	- Purchase Price	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
	- Salvage Value	20%	20%	20%	20%	20%	20%
	- Useful Life (Miles)	100,000	100,000	100,000	100,000	100,000	100,000
	Depreciation Cost per Mile	\$0.320	\$0.320	\$0.320	\$0.320	\$0.320	\$0.320
	<i>Operating Costs</i>						
	Amount per Mile	\$0.305	\$0.305	\$0.305	\$0.305	\$0.305	\$0.305
	- Number of Miles Traveled per Vehicle per Week	400	160	400	160	400	160
	- Number of Participants per Vehicle	4.00	4.00	4.00	4.00	4.00	4.00
	Allocated Miles per Participant per Week	100.0	40.0	100.0	40.0	100.0	40.0
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$3,125.00	\$1,250.00	\$3,125.00	\$1,250.00	\$3,125.00	\$1,250.00
Mileage Cost per Participant per Billable Hour		\$2.45	\$0.98	\$2.45	\$0.98	\$2.45	\$0.98
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	100
	- Annual Cost per Square Foot	\$15.00	\$18.00	\$15.00	\$18.00	\$15.00	\$18.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,800.00	\$1,500.00	\$1,800.00	\$1,500.00	\$1,800.00
	Facility Cost per Participant per Billable Hour	\$1.18	\$1.41	\$1.18	\$1.41	\$1.18	\$1.41
Supplies	- Cost of Supplies per Participant per Day	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
	Supply Cost per Participant per Billable Hour	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Nursing Supports	- Nursing Support Staff Hourly Wage	\$53.22	\$53.22	\$53.22	\$53.22	\$53.22	\$53.22
	- Nursing Support Staff Benefit Rate	17.2%	17.2%	17.2%	17.2%	17.2%	17.2%
	Weekly Cost of Nursing Support	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95
	- Number of Participants per Nurse	50.0	50.0	50.0	50.0	50.0	50.0
	Weekly Nursing Support Staff Cost per Billable Hour	\$2.04	\$2.04	\$2.04	\$2.04	\$2.04	\$2.04
Program Support, Admin., and Taxes	- Program Support Funding per Participant per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	Program Support Cost per Participant per Billable Hour	\$2.59	\$2.37	\$2.59	\$2.37	\$2.59	\$2.37
	Cost per Billable Hour Before Administration	\$20.14	\$17.66	\$25.99	\$23.01	\$31.76	\$28.27
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Participant per Billable Hour	\$2.24	\$1.96	\$2.89	\$2.56	\$3.53	\$3.14
	Cost per Billable Hour Before General Excise Tax	\$22.38	\$19.62	\$28.88	\$25.57	\$35.29	\$31.41
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%
	Weekly General Excise Tax Cost per Participant	\$1.05	\$0.92	\$1.36	\$1.20	\$1.66	\$1.48
Total Cost per Billable Hour		\$23.43	\$20.54	\$30.24	\$26.77	\$36.95	\$32.89
Rate per 15 Minutes		\$5.86	\$5.14	\$7.56	\$6.69	\$9.24	\$8.22

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

Community Learning Service, Individual

		1:1		1:2		1:3	
		Big Island	Other Islands	Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$16.23	\$16.23	\$16.23	\$16.23	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%	33.3%	33.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.64	\$21.64	\$21.64	\$21.64	\$21.64	\$21.64
	<i>Productivity Adjustments</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	4.46	2.01	4.46	2.01	4.46	2.01
	- Attending ISP Meetings	0.22	0.22	0.45	0.45	0.67	0.67
	- Program Development	0.89	0.89	0.89	0.89	0.89	0.89
	- Missed Appointments	0.45	0.45	-	-	-	-
	- Recordkeeping and Reporting	0.45	0.45	0.67	0.67	0.89	0.89
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54	3.54	3.54
	"Billable" Hours	28.55	31.00	28.55	31.00	28.11	30.56
	Productivity Factor	1.40	1.29	1.40	1.29	1.42	1.31
Staff Cost After Productivity Adj. per Billable Hour		\$30.30	\$27.92	\$30.30	\$27.92	\$30.73	\$28.35
Mileage	- Number of Miles Traveled per Week	280	112	280	112	280	112
	- Amount per Mile	\$0.575	\$0.575	\$0.535	\$0.535	\$0.535	\$0.535
	Weekly Mileage Cost	\$161.00	\$64.40	\$149.80	\$59.92	\$149.80	\$59.92
	Mileage Cost per Billable Hour	\$5.64	\$2.08	\$5.25	\$1.93	\$5.33	\$1.96
Nursing Supports	- Nursing Support Staff Hourly Wage	\$53.22	\$53.22	\$53.22	\$53.22	\$53.22	\$53.22
	- Nursing Support Staff Benefit Rate	17.2%	17.2%	17.2%	17.2%	17.2%	17.2%
	Weekly Cost of Nursing Support	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95
	- Number of DSPs per Nurse	50.0	50.0	50.0	50.0	50.0	50.0
Weekly Nursing Support Staff Cost per Billable Hour		\$1.75	\$1.61	\$1.75	\$1.61	\$1.78	\$1.63
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$30.00	\$30.00	\$45.00	\$45.00
	Program Support Cost per Billable Hour	\$2.63	\$2.42	\$5.25	\$4.84	\$8.00	\$7.36
	Cost per Billable Hour Before Administration	\$40.32	\$34.03	\$42.55	\$36.30	\$45.84	\$39.30
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$4.48	\$3.78	\$4.73	\$4.03	\$5.09	\$4.37
	Cost per Billable Hour Before General Excise Tax	\$44.80	\$37.81	\$47.28	\$40.33	\$50.93	\$43.67
	- General Excise Tax Rate	4.5%	4.5%	4.0%	4.5%	4.0%	4.5%
	General Excise Tax Cost per Billable Hour	\$2.11	\$1.78	\$1.97	\$1.90	\$2.12	\$2.06
Total Cost per Billable Hour		\$46.91	\$39.59	\$49.25	\$42.23	\$53.05	\$45.73
		1	1	2	2	3	3
Rate per 15 Minutes		\$11.73	\$9.90	\$6.16	\$5.28	\$4.42	\$3.81

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

Community Learning Service, Multiple Staff

		2:1		3:1	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits - Primary Staff	- Direct Staff Hourly Wage	\$16.23	\$16.23	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.64	\$21.64	\$21.64	\$21.64
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	4.46	2.01	4.46	2.01
	- Attending ISP Meetings	0.22	0.22	0.22	0.22
	- Program Development	0.89	0.89	0.89	0.89
	- Missed Appointments	0.45	0.45	0.45	0.45
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	28.55	31.00	28.55	31.00
	Productivity Factor	1.40	1.29	1.40	1.29
	Primary Staff Cost After Productivity Adj. per Billable Hr.	\$30.30	\$27.92	\$30.30	\$27.92
Direct Support Staff Wages and Benefits - Additional Staff	- Direct Staff Hourly Wage	\$16.23	\$16.23	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%	33.3%	33.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.64	\$21.64	\$21.64	\$21.64
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	4.46	2.01	4.46	2.01
	- Missed Appointments	0.45	0.45	0.45	0.45
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	30.11	32.56	30.11	32.56
	Productivity Factor	1.33	1.23	1.33	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$28.78	\$26.62	\$28.78	\$26.62
	Number of Additional Staff	1	1	2	2
	Addl. Staff Cost After Productivity Adj. per Billable Hr.	\$28.78	\$26.62	\$57.56	\$53.24
Mileage	- Number of Miles Traveled per Week	280	112	280	112
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$161.00	\$64.40	\$161.00	\$64.40
	Mileage Cost per Billable Hour (for Primary Staff)	\$5.64	\$2.08	\$5.64	\$2.08
Nursing Supports	- Nursing Support Staff Hourly Wage	\$53.22	\$53.22	\$53.22	\$53.22
	- Nursing Support Staff Benefit Rate	17.2%	17.2%	17.2%	17.2%
	Weekly Cost of Nursing Support	\$2,494.95	\$2,494.95	\$2,494.95	\$2,494.95
	- Number of DSPs per Nurse	50.0	50.0	50.0	50.0
	Weekly Nursing Support Staff Cost per Billable Hour	\$1.66	\$1.53	\$1.66	\$1.53

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

Community Learning Service, Multiple Staff

		2:1		3:1	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.63	\$2.42	\$2.63	\$2.42
	Cost per Billable Hour Before Administration	\$69.01	\$60.57	\$97.79	\$87.19
	- Administration Percent	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$7.67	\$6.73	\$10.87	\$9.69
	Cost per Billable Hour Before General Excise Tax	\$76.68	\$67.30	\$108.66	\$96.88
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$3.61	\$3.17	\$5.12	\$4.57
	Total Cost per Billable Hour	\$80.29	\$70.47	\$113.78	\$101.45
	Rate per 15 Minutes	\$20.07	\$17.62	\$28.45	\$25.36

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

Community Learning Service, 1:1, Consumer-Directed

		Minimum Wage		Assumed Agency Wage	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	10.7%	10.7%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$17.97	\$17.97
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Attending ISP Meetings	0.22	0.22	0.22	0.22
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	35.02	35.02	35.02	35.02
	Productivity Factor	1.14	1.14	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$13.49	\$13.49	\$20.49	\$20.49
Mileage	- Number of Miles Traveled per Week	100	40	100	40
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$57.50	\$23.00	\$57.50	\$23.00
	Mileage Cost per Billable Hour	\$1.64	\$0.66	\$1.64	\$0.66
Cost per Billable Hour Before Employer Taxes (Wage Range)		\$15.13	\$14.15	\$22.13	\$21.15
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%
	Hourly Cost of Employer Taxes	\$1.56	\$1.46	\$2.26	\$2.16
Total Cost per Billable Hour		\$16.69	\$15.61	\$24.39	\$23.31
Rate per 15 Minutes		\$4.17	\$3.90	\$6.10	\$5.83

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

Community Learning Service, Consumer-Directed, Groups of 2

		Minimum Wage		Assumed Agency Wage	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	10.7%	10.7%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$17.97	\$17.97
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Attending ISP Meetings	0.45	0.45	0.45	0.45
	- Recordkeeping and Reporting	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	34.57	34.57	34.57	34.57
	Productivity Factor	1.16	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$13.72	\$13.72	\$20.85	\$20.85
Mileage	- Number of Miles Traveled per Week	100	40	100	40
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$57.50	\$23.00	\$57.50	\$23.00
	Mileage Cost per Billable Hour	\$1.66	\$0.67	\$1.66	\$0.67
Cost per Billable Hour Before Employer Taxes (Wage Range)		\$15.38	\$14.39	\$22.51	\$21.52
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%
	Hourly Cost of Employer Taxes	\$1.58	\$1.48	\$2.30	\$2.20
Total Cost per Billable Hour		\$16.96	\$15.87	\$24.81	\$23.72
- Number of Participants		2	2	2	2
Rate per 15 Minutes		\$2.12	\$1.98	\$3.10	\$2.97

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

Community Learning Service, Consumer-Directed, Groups of 3

		Minimum Wage		Assumed Agency Wage	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$16.23	\$16.23
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	10.7%	10.7%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$17.97	\$17.97
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Attending ISP Meetings	0.67	0.67	0.67	0.67
	- Recordkeeping and Reporting	0.89	0.89	0.89	0.89
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	34.13	34.13	34.13	34.13
	Productivity Factor	1.17	1.17	1.17	1.17
	Staff Cost After Productivity Adj. per Billable Hour	\$13.84	\$13.84	\$21.02	\$21.02
Mileage	- Number of Miles Traveled per Week	100	40	100	40
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$57.50	\$23.00	\$57.50	\$23.00
	Mileage Cost per Billable Hour	\$1.68	\$0.67	\$1.68	\$0.67
Cost per Billable Hour Before Employer Taxes (Wage Range)		\$15.52	\$14.51	\$22.70	\$21.69
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%
	Hourly Cost of Employer Taxes	\$1.60	\$1.49	\$2.32	\$2.21
Total Cost per Billable Hour		\$17.12	\$16.00	\$25.02	\$23.90
- Number of Participants		3	3	3	3
Rate per 15 Minutes		\$1.43	\$1.33	\$2.09	\$1.99

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

Community Navigator

		Big Island	Other Islands	Telehealth
	Unit of Service	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$25.06	\$25.06	\$25.06
	- Employee Benefit Rate (as a percent of wages)	25.6%	25.6%	25.6%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.48	\$31.48	\$31.48
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time (Between Participants)	2.23	1.12	-
	- Program Development	1.78	1.78	1.78
	- Attending ISP Meetings	0.22	0.22	0.22
	- Recordkeeping and Reporting	0.45	0.45	0.45
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67
	- Training	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54
	"Billable" Hours	30.34	31.45	32.57
	Productivity Adjustment	1.32	1.27	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$41.55	\$39.98	\$38.72
Mileage	- Number of Miles Traveled per Week	180	72	0
	- Amount per Mile	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$103.50	\$41.40	\$0.00
	Mileage Cost per Billable Hour	\$3.41	\$1.32	\$0.00
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.47	\$2.38	\$2.30
	Cost per Billable Hour Before Administration	\$47.43	\$43.68	\$41.02
	- Administration Percent	10.0%	10.0%	10.0%
	Administrative Cost per Billable Hour	\$5.27	\$4.85	\$4.56
	Cost per Billable Hour Before General Excise Tax	\$52.70	\$48.53	\$45.58
	- General Excise Tax Rate	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$2.48	\$2.29	\$2.15
	Total Cost per Billable Hour	\$55.18	\$50.82	\$47.73
	Rate per 15 Minutes	\$13.80	\$12.71	\$11.93

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

Discovery and Career Planning

		Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$26.86	\$26.86
	- Employee Benefit Rate (as a percent of wages)	24.5%	24.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.44	\$33.44
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	4.46	2.01
	- Program Development	1.34	1.34
	- Attending ISP Meetings	0.22	0.22
	- Recordkeeping and Reporting	0.45	0.45
	- Employer and One-on-One Supervision Time	0.67	0.67
	- Training	0.77	0.77
	- Paid Time Off	3.54	3.54
	"Billable" Hours	28.55	31.00
	Productivity Adjustment	1.40	1.29
	Staff Cost After Productivity Adj. per Billable Hour	\$46.82	\$43.14
Mileage	- Number of Miles Traveled per Week	280	112
	- Amount per Mile	\$0.575	\$0.575
	Weekly Mileage Cost	\$161.00	\$64.40
	Mileage Cost per Billable Hour	\$5.64	\$2.08
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.63	\$2.42
	Cost per Billable Hour Before Administration	\$55.09	\$47.64
	- Administration Percent	10.0%	10.0%
	Administrative Cost per Billable Hour	\$6.12	\$5.29
	Cost per Billable Hour Before General Excise Tax	\$61.21	\$52.93
	- General Excise Tax Rate	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$2.88	\$2.49
Rate per Hour		\$64.09	\$55.42
Rate per 15 Minutes		\$16.02	\$13.86

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

Benefits Planning

		Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$29.42	\$29.42
	- Employee Benefit Rate (as a percent of wages)	23.3%	23.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$36.27	\$36.27
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	2.21	1.10
	- Program Development	1.32	1.32
	- Missed Appointments	0.44	0.44
	- Recordkeeping and Reporting	2.21	2.21
	- Employer and One-on-One Supervision Time	0.66	0.66
	- Training	1.15	1.15
	- Paid Time Off	3.54	3.54
	"Billable" Hours	28.47	29.58
	Productivity Adjustment	1.40	1.35
	Staff Cost After Productivity Adj. per Billable Hour	\$50.78	\$48.96
Mileage	- Number of Miles Traveled per Week	90	36
	- Amount per Mile	\$0.575	\$0.575
	Weekly Mileage Cost	\$51.75	\$20.70
	Mileage Cost per Billable Hour	\$1.82	\$0.70
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.63	\$2.54
	Cost per Billable Hour Before Administration	\$55.23	\$52.20
	- Administration Percent	10.0%	10.0%
	Administrative Cost per Billable Hour	\$6.14	\$5.80
	Cost per Billable Hour Before General Excise Tax	\$61.37	\$58.00
	- General Excise Tax Rate	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$2.89	\$2.73
Rate per Hour		\$64.26	\$60.73
Rate per 15 Minutes		\$16.07	\$15.18

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

Individual Employment Supports

		Job Development			Job Coaching		
		Big Island	Other Islands	Telehealth	Big Island	Other Islands	Telehealth
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$26.86	\$26.86	\$26.86	\$24.31	\$24.31	\$24.31
	- Employee Benefit Rate (as a percent of wages)	24.5%	24.5%	24.5%	26.1%	26.1%	26.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.44	\$33.44	\$33.44	\$30.65	\$30.65	\$30.65
	<i>Productivity Assumptions</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	2.23	1.12	-	4.46	2.01	-
	- Program Development	1.78	1.78	1.78	-	-	-
	- Attending ISP Meetings	0.22	0.22	0.22	0.22	0.22	0.22
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45	0.45	0.45
	- Employer and One-on-One Supervision Time	0.67	0.67	0.67	0.67	0.67	0.67
	- Training	0.77	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.54	3.54	3.54	3.54	3.54	3.54
	"Billable" Hours	30.34	31.45	32.57	29.89	32.34	34.35
	Productivity Adjustment	1.32	1.27	1.23	1.34	1.24	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$44.14	\$42.47	\$41.13	\$41.07	\$38.01	\$35.55
Mileage	- Number of Miles Traveled per Week	90	36	0	280	112	0
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$51.75	\$20.70	\$0.00	\$161.00	\$64.40	\$0.00
	Mileage Cost per Billable Hour	\$1.71	\$0.66	\$0.00	\$5.39	\$1.99	\$0.00
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.47	\$2.38	\$2.30	\$2.51	\$2.32	\$2.18
	Cost per Billable Hour Before Administration	\$48.32	\$45.51	\$43.43	\$48.97	\$42.32	\$37.73
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
	Administrative Cost per Billable Hour	\$5.37	\$5.06	\$4.83	\$5.44	\$4.70	\$4.19
	Cost per Billable Hour Before General Excise Tax	\$53.69	\$50.57	\$48.26	\$54.41	\$47.02	\$41.92
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$2.53	\$2.38	\$2.27	\$2.56	\$2.22	\$1.98
Total Cost per Billable Hour		\$56.22	\$52.95	\$50.53	\$56.97	\$49.24	\$43.90
Rate per 15 Minutes		\$14.06	\$13.24	\$12.63	\$14.24	\$12.31	\$10.98

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

Respite, Hourly, 1:1

		Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$14.30	\$14.30
	- Employee Benefit Rate (as a percent of wages)	36.1%	36.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$19.46	\$19.46
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	1.13	0.54
	- Recordkeeping and Reporting	0.45	0.45
	- Employer and One-on-One Supervision Time	0.68	0.68
	- Training	0.46	0.46
	- Paid Time Off	3.54	3.54
	"Billable" Hours	33.74	34.33
	Productivity Factor	1.19	1.17
	Staff Cost After Productivity Adj. per Billable Hour	\$23.16	\$22.77
Mileage	- Number of Miles Traveled per Week	45	18
	- Amount per Mile	\$0.575	\$0.575
	Weekly Mileage Cost	\$25.88	\$10.35
	Mileage Cost per Billable Hour	\$0.77	\$0.30
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.22	\$2.18
	Cost per Billable Hour (Day) Before Admin. and Support	\$26.15	\$25.25
	- Administration Percent	10.0%	10.0%
	Administrative Cost per Billable Hour	\$2.91	\$2.81
	Cost per Billable Hour Before General Excise Tax	\$29.06	\$28.06
	- General Excise Tax Rate	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$1.37	\$1.32
Total Cost per Billable Hour		\$30.43	\$29.38
Rate per Participant per 15 Minutes		\$7.61	\$7.35

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

Respite, Hourly, Groups

		1:2		1:3	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$14.30	\$14.30	\$14.30	\$14.30
	- Employee Benefit Rate (as a percent of wages)	36.1%	36.1%	36.1%	36.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$19.46	\$19.46	\$19.46	\$19.46
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	1.13	0.54	1.13	0.54
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
	- Employer and One-on-One Supervision Time	0.68	0.68	0.68	0.68
	- Training	0.46	0.46	0.46	0.46
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	33.74	34.33	33.74	34.33
	Productivity Factor	1.19	1.17	1.19	1.17
	Staff Cost After Productivity Adj. per Billable Hour	\$23.16	\$22.77	\$23.16	\$22.77
Mileage	- Number of Miles Traveled per Week	45	18	45	18
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$25.88	\$10.35	\$25.88	\$10.35
	Mileage Cost per Billable Hour	\$0.77	\$0.30	\$0.77	\$0.30
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$30.00	\$30.00	\$45.00	\$45.00
	Program Support Cost per Billable Hour	\$4.45	\$4.37	\$6.67	\$6.55
	Cost per Billable Hour (Day) Before Admin. and Support	\$28.38	\$27.44	\$30.60	\$29.62
	- Administration Percent	10.0%	10.0%	10.0%	10.0%
	Administrative Cost per Billable Hour	\$3.15	\$3.05	\$3.40	\$3.29
	Cost per Billable Hour Before General Excise Tax	\$31.53	\$30.49	\$34.00	\$32.91
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$1.49	\$1.44	\$1.60	\$1.55
Total Cost per Billable Hour		\$33.02	\$31.93	\$35.60	\$34.46
- Number of Participants		2	2	3	3
Rate per Participant per 15 Minutes		\$4.13	\$3.99	\$2.97	\$2.87

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

Respite, Hourly, Consumer-Directed, 1:1

		Minimum Wage		Assumed Agency Wage	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$14.30	\$14.30
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	12.1%	12.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$16.03	\$16.03
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
	- Training	0.46	0.46	0.46	0.46
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	35.55	35.55	35.55	35.55
	Productivity Factor	1.13	1.13	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$13.37	\$13.37	\$18.11	\$18.11
	Cost per Billable Hour Before Employer Taxes (Wage Range)	\$13.37	\$13.37	\$18.11	\$18.11
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%
	Hourly Cost of Employer Taxes	\$1.38	\$1.38	\$1.85	\$1.85
Total Cost per Billable Hour		\$14.75	\$14.75	\$19.96	\$19.96
Rate per 15 Minutes		\$3.69	\$3.69	\$4.99	\$4.99

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

Respite, Hourly, Consumer-Directed, Groups of 2

		Minimum Wage		Assumed Agency Wage	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$14.30	\$14.30
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	12.1%	12.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$16.03	\$16.03
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Recordkeeping and Reporting	0.68	0.68	0.68	0.68
	- Training	0.46	0.46	0.46	0.46
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	35.32	35.32	35.32	35.32
	Productivity Factor	1.13	1.13	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$13.37	\$13.37	\$18.11	\$18.11
	Cost per Billable Hour Before Employer Taxes (Wage Range)	\$13.37	\$13.37	\$18.11	\$18.11
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%
	Hourly Cost of Employer Taxes	\$1.38	\$1.38	\$1.85	\$1.85
Total Cost per Billable Hour		\$14.75	\$14.75	\$19.96	\$19.96
- Number of Participants		2	2	2	2
Rate per Participant per 15 Minutes		\$1.84	\$1.84	\$2.50	\$2.50

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

Nursing Respite, Registered Nurse, 1:1

		Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$53.22	\$53.22
	- Employee Benefit Rate (as a percent of wages)	17.2%	17.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$62.37	\$62.37
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	1.13	0.54
	- Recordkeeping and Reporting	0.45	0.45
	- Employer and One-on-One Supervision Time	0.45	0.45
	- Training	0.46	0.46
	- Paid Time Off	3.54	3.54
	"Billable" Hours	33.97	34.56
	Productivity Factor	1.18	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$73.60	\$72.35
Mileage	- Number of Miles Traveled per Week	45	18
	- Amount per Mile	\$0.575	\$0.575
	Weekly Mileage Cost	\$25.88	\$10.35
	Mileage Cost per Billable Hour	\$0.76	\$0.30
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.21	\$2.17
	Cost per Billable Hour (Day) Before Admin. and Support	\$76.57	\$74.82
	- Administration Percent	10.0%	10.0%
	Administrative Cost per Billable Hour	\$8.51	\$8.31
	Cost per Billable Hour Before General Excise Tax	\$85.08	\$83.13
	- General Excise Tax Rate	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$4.01	\$3.92
Total Cost per Billable Hour		\$89.09	\$87.05
Rate per Participant per 15 Minutes		\$22.27	\$21.76

Nursing Respite, Registered 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
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$53.22	\$53.22	\$53.22	\$53.22
	- Employee Benefit Rate (as a percent of wages)	17.2%	17.2%	17.2%	17.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$62.37	\$62.37	\$62.37	\$62.37
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	1.13	0.54	1.13	0.54
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
	- Employer and One-on-One Supervision Time	0.45	0.45	0.45	0.45
	- Training	0.46	0.46	0.46	0.46
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	33.97	34.56	33.97	34.56
	Productivity Factor	1.18	1.16	1.18	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$73.60	\$72.35	\$73.60	\$72.35
Mileage	- Number of Miles Traveled per Week	45	18	45	18
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$25.88	\$10.35	\$25.88	\$10.35
	Mileage Cost per Billable Hour	\$0.76	\$0.30	\$0.76	\$0.30
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$30.00	\$30.00	\$45.00	\$45.00
	Program Support Cost per Billable Hour	\$4.42	\$4.34	\$6.62	\$6.51
	Cost per Billable Hour (Day) Before Admin. and Support	\$78.78	\$76.99	\$80.98	\$79.16
	- Administration Percent	10.0%	10.0%	10.0%	10.0%
	Administrative Cost per Billable Hour	\$8.75	\$8.55	\$9.00	\$8.80
	Cost per Billable Hour Before General Excise Tax	\$87.53	\$85.54	\$89.98	\$87.96
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$4.12	\$4.03	\$4.24	\$4.14
	Total Cost per Billable Hour	\$91.65	\$89.57	\$94.22	\$92.10
	- Number of Participants	2	2	3	3
	Rate per Participant per 15 Minutes	\$11.46	\$11.20	\$7.85	\$7.68

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

Nursing Respite, Licensed Practical Nurse, 1:1

		Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$24.12	\$24.12
	- Employee Benefit Rate (as a percent of wages)	26.2%	26.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.44	\$30.44
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	1.13	0.54
	- Recordkeeping and Reporting	0.45	0.45
	- Employer and One-on-One Supervision Time	1.80	1.80
	- Training	0.46	0.46
	- Paid Time Off	3.54	3.54
	"Billable" Hours	32.62	33.21
	Productivity Factor	1.23	1.20
	Staff Cost After Productivity Adj. per Billable Hour	\$37.44	\$36.53
Mileage	- Number of Miles Traveled per Week	45	18
	- Amount per Mile	\$0.575	\$0.575
	Weekly Mileage Cost	\$25.88	\$10.35
	Mileage Cost per Billable Hour	\$0.79	\$0.31
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.30	\$2.26
	Cost per Billable Hour (Day) Before Admin. and Support	\$40.53	\$39.10
	- Administration Percent	10.0%	10.0%
	Administrative Cost per Billable Hour	\$4.50	\$4.34
	Cost per Billable Hour Before General Excise Tax	\$45.03	\$43.44
	- General Excise Tax Rate	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$2.12	\$2.05
Total Cost per Billable Hour		\$47.15	\$45.49
Rate per Participant per 15 Minutes		\$11.79	\$11.37

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

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
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$24.12	\$24.12	\$24.12	\$24.12
	- Employee Benefit Rate (as a percent of wages)	26.2%	26.2%	26.2%	26.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.44	\$30.44	\$30.44	\$30.44
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	1.13	0.54	1.13	0.54
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
	- Employer and One-on-One Supervision Time	1.80	1.80	1.80	1.80
	- Training	0.46	0.46	0.46	0.46
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	32.62	33.21	32.62	33.21
	Productivity Factor	1.23	1.20	1.23	1.20
	Staff Cost After Productivity Adj. per Billable Hour	\$37.44	\$36.53	\$37.44	\$36.53
Mileage	- Number of Miles Traveled per Week	45	18	45	18
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$25.88	\$10.35	\$25.88	\$10.35
	Mileage Cost per Billable Hour	\$0.79	\$0.31	\$0.79	\$0.31
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$30.00	\$30.00	\$45.00	\$45.00
	Program Support Cost per Billable Hour	\$4.60	\$4.52	\$6.90	\$6.78
	Cost per Billable Hour (Day) Before Admin. and Support	\$42.83	\$41.36	\$45.13	\$43.62
	- Administration Percent	10.0%	10.0%	10.0%	10.0%
	Administrative Cost per Billable Hour	\$4.76	\$4.60	\$5.01	\$4.85
	Cost per Billable Hour Before General Excise Tax	\$47.59	\$45.96	\$50.14	\$48.47
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$2.24	\$2.17	\$2.36	\$2.28
Total Cost per Billable Hour		\$49.83	\$48.13	\$52.50	\$50.75
- Number of Participants		2	2	3	3
Rate per Participant per 15 Minutes		\$6.23	\$6.02	\$4.38	\$4.23

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

Chore

		Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$16.21	\$16.21
	- Employee Benefit Rate (as a percent of wages)	33.3%	33.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.61	\$21.61
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	3.39	1.58
	- Missed Appointments	0.45	0.45
	- Employer and One-on-One Supervision Time	0.45	0.45
	- Training	0.31	0.31
	- Paid Time Off	3.54	3.54
	"Billable" Hours	31.86	33.67
	Productivity Adjustment	1.26	1.19
	Staff Cost After Productivity Adj. per Billable Hour	\$27.23	\$25.72
Mileage	- Number of Miles Traveled per Week	135	54
	- Amount per Mile	\$0.575	\$0.575
	Weekly Mileage Cost	\$77.63	\$31.05
	Mileage Cost per Billable Hour	\$2.44	\$0.92
Administration and Taxes	Cost per Billable Hour Before Administration	\$29.67	\$26.64
	- Administration Percent	10.0%	10.0%
	Administrative Cost per Billable Hour	\$3.30	\$2.96
	Cost per Billable Hour Before General Excise Tax	\$32.97	\$29.60
	- General Excise Tax Rate	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$1.55	\$1.39
Total Cost per Billable Hour		\$34.52	\$30.99
Rate per 15 Minutes		\$8.63	\$7.75

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

Chore, Consumer-Directed

		Minimum Wage		Assumed Agency Wage	
		Big Island	Other Islands	Big Island	Other Islands
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$10.10	\$10.10	\$16.21	\$16.21
	- Employee Benefit Rate (as a percent of wages)	17.1%	17.1%	10.7%	10.7%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$11.83	\$11.83	\$17.94	\$17.94
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Recordkeeping and Reporting	0.45	0.45	0.45	0.45
	- Training	0.31	0.31	0.31	0.31
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	35.70	35.70	35.70	35.70
	Productivity Factor	1.12	1.12	1.12	1.12
	Staff Cost After Productivity Adj. per Billable Hour	\$13.25	\$13.25	\$20.09	\$20.09
	Cost per Billable Hour Before Employer Taxes (Wage Range)	\$13.25	\$13.25	\$20.09	\$20.09
Emp. Taxes	- Combined Employer Tax Rate	10.3%	10.3%	10.2%	10.2%
	Hourly Cost of Employer Taxes	\$1.36	\$1.36	\$2.05	\$2.05
Total Cost per Billable Hour		\$14.61	\$14.61	\$22.14	\$22.14
Rate per 15 Minutes		\$3.65	\$3.65	\$5.54	\$5.54

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

Non-Medical Transportation

		Big Island	Other Islands
Unit of Service		Mile	Mile
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$14.30	\$14.30
	- Employee Benefit Rate (as a percent of wages)	36.1%	36.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$19.46	\$19.46
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	10.80	5.85
	- Recordkeeping and Reporting	1.13	1.13
	- Employer and One-on-One Supervision Time	0.68	0.68
	- Training	0.46	0.46
	- Paid Time Off	3.54	3.54
	"Billable" Hours	23.39	28.34
	Productivity Factor	1.71	1.41
	Weekly Staff Cost	\$778.34	\$777.61
Mileage	- Number of Miles Traveled per Week	1,350	1,200
	- Amount per Mile	\$0.575	\$0.575
	Weekly Mileage Cost	\$776.25	\$690.00
Program Support, Administration, and Taxes	- Number of Billable Miles per Week	935	1,000
	- Program Support Funding per Day	\$15.00	\$15.00
	Program Support Cost per Week (5 days)	\$75.00	\$75.00
	Cost per Week Before Administration	\$1,629.59	\$1,542.61
	- Administration Percent	10.0%	10.0%
	Administrative Cost per Week	\$181.07	\$171.40
	Cost per Week Before General Excise Tax	\$1,810.66	\$1,714.01
	- General Excise Tax Rate	4.5%	4.5%
	General Excise Tax Cost per Week	\$85.32	\$80.76
Total Cost per Week		\$1,895.98	\$1,794.77
Total Rate per Mile		\$2.03	\$1.79

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

Non-Medical Transportation, Consumer-Directed

		Big Island	Other Islands
Unit of Service		Mile	Mile
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$14.30	\$14.30
	- Employee Benefit Rate (as a percent of wages)	12.1%	12.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.03	\$16.03
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	0.45	0.45
	- Training	0.46	0.46
	- Paid Time Off	3.54	3.54
	"Billable" Hours	35.55	35.55
	Productivity Factor	1.13	1.13
Weekly Staff Cost		\$643.95	\$643.95
Mileage	- Number of Miles Traveled per Week	1,350	1,200
	- Amount per Mile	\$0.575	\$0.575
	Weekly Mileage Cost	\$776.25	\$690.00
	- Number of Billable Miles per Week	935	1,000
Total Cost per Week		\$1,420.20	\$1,333.95
Total Rate per Mile		\$1.52	\$1.33

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

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
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$53.22	\$53.22	\$53.22	\$53.22
	- Employee Benefit Rate (as a percent of wages)	17.2%	17.2%	17.2%	17.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$62.37	\$62.37	\$62.37	\$62.37
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03
	- Missed Appointments	0.45	0.45	-	-
	- Recordkeeping and Reporting	1.13	1.13	1.58	1.58
	- Employer and One-on-One Supervision Time	0.45	0.45	0.45	0.45
	- Training	0.46	0.46	0.46	0.46
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	29.47	31.94	29.47	31.94
	Productivity Adjustment	1.36	1.25	1.36	1.25
	Staff Cost After Productivity Adj. per Billable Hour	\$84.82	\$77.96	\$84.82	\$77.96
Mileage	- Number of Miles Traveled per Week	180	72	180	72
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$103.50	\$41.40	\$103.50	\$41.40
	Mileage Cost per Billable Hour	\$3.51	\$1.30	\$3.51	\$1.30
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$2.54	\$2.35	\$5.09	\$4.70
	Cost per Billable Hour Before Administration	\$90.87	\$81.61	\$93.42	\$83.96
	- Administration Percent	10.0%	10.0%	10.0%	10.0%
	Administrative Cost per Billable Hour	\$10.10	\$9.07	\$10.38	\$9.33
	Cost per Billable Hour Before General Excise Tax	\$100.97	\$90.68	\$103.80	\$93.29
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$4.76	\$4.27	\$4.89	\$4.40
Total Cost per Billable Hour		\$105.73	\$94.95	\$108.69	\$97.69
- Number of Participants		1	1	2	2
Rate per 15 Minutes		\$26.43	\$23.74	\$13.59	\$12.21

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

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
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$24.12	\$24.12	\$24.12	\$24.12
	- Employee Benefit Rate (as a percent of wages)	26.2%	26.2%	26.2%	26.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.44	\$30.44	\$30.44	\$30.44
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time (Between Participants)	4.50	2.03	4.50	2.03
	- Missed Appointments	0.45	0.45	-	-
	- Recordkeeping and Reporting	1.13	1.13	1.58	1.58
	- Employer and One-on-One Supervision Time	1.80	1.80	1.80	1.80
	- Training	0.46	0.46	0.46	0.46
	- Paid Time Off	3.54	3.54	3.54	3.54
	"Billable" Hours	28.12	30.59	28.12	30.59
	Productivity Adjustment	1.42	1.31	1.42	1.31
	Staff Cost After Productivity Adj. per Billable Hour	\$43.22	\$39.88	\$43.22	\$39.88
Mileage	- Number of Miles Traveled per Week	180	72	180	72
	- Amount per Mile	\$0.575	\$0.575	\$0.575	\$0.575
	Weekly Mileage Cost	\$103.50	\$41.40	\$103.50	\$41.40
	Mileage Cost per Billable Hour	\$3.68	\$1.35	\$3.68	\$1.35
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$2.67	\$2.45	\$5.33	\$4.90
	Cost per Billable Hour Before Administration	\$49.57	\$43.68	\$52.23	\$46.13
	- Administration Percent	10.0%	10.0%	10.0%	10.0%
	Administrative Cost per Billable Hour	\$5.51	\$4.85	\$5.80	\$5.13
	Cost per Billable Hour Before General Excise Tax	\$55.08	\$48.53	\$58.03	\$51.26
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$2.60	\$2.29	\$2.73	\$2.42
Total Cost per Billable Hour		\$57.68	\$50.82	\$60.76	\$53.68
- Number of Participants		1	1	2	2
Rate per 15 Minutes		\$14.42	\$12.71	\$7.60	\$6.71

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

Training and Consultation

		Psychologist			Assistant Behavior Analyst
		Big Island	Other Islands	Inter-island	Inter-island
	Unit of Service	15 Min.	15 Min.	15 Min.	15 Min.
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$48.62	\$48.62	\$48.62	\$30.79
	- Employee Benefit Rate (as a percent of wages)	17.9%	17.9%	17.9%	22.6%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$57.32	\$57.32	\$57.32	\$37.75
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	10.00	10.00
	- Travel Time (Between Participants)	6.75	3.15	4.65	4.65
	- Missed Appointments	0.45	0.45	-	-
	- Recordkeeping and Reporting	1.13	1.13	0.25	0.25
	- Employer and One-on-One Supervision Time	0.45	0.45	0.10	0.10
	- Training	0.46	0.46	0.12	0.12
	- Paid Time Off	3.54	3.54	0.88	0.88
	"Billable" Hours	27.22	30.82	4.00	4.00
	Productivity Factor	1.47	1.30	2.50	2.50
	Staff Cost After Productivity Adj. per Billable Hour	\$84.26	\$74.52	\$143.30	\$94.38
Mileage	- Number of Miles Traveled per Week	275	110		
	- Amount per Mile	\$0.575	\$0.575		
	Weekly Mileage Cost	\$158.13	\$63.25		
	Mileage Cost per Billable Hour	\$5.81	\$2.05		
Travel Costs	- Trip Cost (air and ground transportation)			\$200.00	\$200.00
	Travel Cost per Billable Hour			\$50.00	\$50.00
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.76	\$2.43	\$18.75	\$18.75
	Cost per Billable Hour Before Administration	\$92.83	\$79.00	\$212.05	\$163.13
	- Administration Percent	10.0%	10.0%		
	Administrative Cost per Billable Hour	\$10.31	\$8.78	\$8.78	\$8.78
	Cost per Billable Hour Before General Excise Tax	\$103.14	\$87.78	\$220.83	\$171.91
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$4.86	\$4.14	\$10.41	\$8.10
	Rate per Hour	\$103.14	\$87.78	\$220.83	\$171.91

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

Training and Consultation

		Occupational, Physical, Speech Therapist			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.
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$41.26	\$41.26	\$41.26	\$34.64	\$34.64	\$34.64
	- Employee Benefit Rate (as a percent of wages)	19.3%	19.3%	19.3%	21.2%	21.2%	21.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$49.23	\$49.23	\$49.23	\$41.98	\$41.98	\$41.98
	<i>Productivity Adjustments</i>						
	Total Hours	40.00	40.00	10.00	40.00	40.00	10.00
	- Travel Time (Between Participants)	6.75	3.15	4.65	6.75	3.15	4.65
	- Missed Appointments	0.45	0.45	-	0.45	0.45	-
	- Recordkeeping and Reporting	1.13	1.13	0.25	1.13	1.13	0.25
	- Employer and One-on-One Supervision Time	0.45	0.45	0.10	0.45	0.45	0.10
	- Training	0.46	0.46	0.12	0.46	0.46	0.12
	- Paid Time Off	3.54	3.54	0.88	3.54	3.54	0.88
	"Billable" Hours	27.22	30.82	4.00	27.22	30.82	4.00
	Productivity Factor	1.47	1.30	2.50	1.47	1.30	2.50
	Staff Cost After Productivity Adj. per Billable Hour	\$72.37	\$64.00	\$123.08	\$61.71	\$54.57	\$104.95
Mileage	- Number of Miles Traveled per Week	275	110		275	110	
	- Amount per Mile	\$0.575	\$0.575		\$0.575	\$0.575	
	Weekly Mileage Cost	\$158.13	\$63.25		\$158.13	\$63.25	
	Mileage Cost per Billable Hour	\$5.81	\$2.05		\$5.81	\$2.05	
Travel Costs	- Trip Cost (air and ground transportation)			\$200.00			\$200.00
	Travel Cost per Billable Hour			\$50.00			\$50.00
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.76	\$2.43	\$18.75	\$2.76	\$2.43	\$18.75
	Cost per Billable Hour Before Administration	\$80.94	\$68.48	\$191.83	\$70.28	\$59.05	\$173.70
	- Administration Percent	10.0%	10.0%		10.0%	10.0%	
	Administrative Cost per Billable Hour	\$8.99	\$7.61	\$7.61	\$7.81	\$6.56	\$6.56
	Cost per Billable Hour Before General Excise Tax	\$89.93	\$76.09	\$199.44	\$78.09	\$65.61	\$180.26
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$4.24	\$3.59	\$9.40	\$3.68	\$3.09	\$8.49
Rate per Hour		\$89.93	\$76.09	\$199.44	\$78.09	\$65.61	\$180.26

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

Training and Consultation

		Registered Nurse			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.
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$53.22	\$53.22	\$53.22	\$22.53	\$22.53	\$22.53
	- Employee Benefit Rate (as a percent of wages)	17.2%	17.2%	17.2%	27.3%	27.3%	27.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$62.37	\$62.37	\$62.37	\$28.68	\$28.68	\$28.68
	<i>Productivity Adjustments</i>						
	Total Hours	40.00	40.00	10.00	40.00	40.00	10.00
	- Travel Time (Between Participants)	6.75	3.15	4.65	6.75	3.15	4.65
	- Missed Appointments	0.45	0.45	-	0.45	0.45	-
	- Recordkeeping and Reporting	1.13	1.13	0.25	1.13	1.13	0.25
	- Employer and One-on-One Supervision Time	0.45	0.45	0.10	0.45	0.45	0.10
	- Training	0.46	0.46	0.12	0.46	0.46	0.12
	- Paid Time Off	3.54	3.54	0.88	3.54	3.54	0.88
	"Billable" Hours	27.22	30.82	4.00	27.22	30.82	4.00
	Productivity Factor	1.47	1.30	2.50	1.47	1.30	2.50
	Staff Cost After Productivity Adj. per Billable Hour	\$91.68	\$81.08	\$155.93	\$42.16	\$37.28	\$71.70
Mileage	- Number of Miles Traveled per Week	275	110		275	110	
	- Amount per Mile	\$0.575	\$0.575		\$0.575	\$0.575	
	Weekly Mileage Cost	\$158.13	\$63.25		\$158.13	\$63.25	
	Mileage Cost per Billable Hour	\$5.81	\$2.05		\$5.81	\$2.05	
Travel Costs	- Trip Cost (air and ground transportation)			\$200.00			\$200.00
	Travel Cost per Billable Hour			\$50.00			\$50.00
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.76	\$2.43	\$18.75	\$2.76	\$2.43	\$18.75
	Cost per Billable Hour Before Administration	\$100.25	\$85.56	\$224.68	\$50.73	\$41.76	\$140.45
	- Administration Percent	10.0%	10.0%		10.0%	10.0%	
	Administrative Cost per Billable Hour	\$11.14	\$9.51	\$9.51	\$5.64	\$4.64	\$4.64
	Cost per Billable Hour Before General Excise Tax	\$111.39	\$95.07	\$234.19	\$56.37	\$46.40	\$145.09
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%
	General Excise Tax Cost per Billable Hour	\$5.25	\$4.48	\$11.04	\$2.66	\$2.19	\$6.84
Rate per Hour		\$111.39	\$95.07	\$234.19	\$56.37	\$46.40	\$145.09

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
A Division of Health Management Associates
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<https://www.healthmanagement.com/about/burns-associates/>

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

Appendix A: Wage Assumptions

Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements

Data Extracted from Bureau of Labor Statistics, May 2019 Data

BLS Code and Title		Bureau of Labor Statistics Wages ¹					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.	\$22.14	\$26.09	\$31.23	\$39.28	\$51.12	Bachelor's	Under 5 Yrs.	None
19-3039	Psychologists, all other	\$11.36	\$30.79	\$48.62	\$54.55	\$56.46	Master's	None	Intern/residency
21-1012	Educational/ voc./ school counselors	\$18.38	\$24.36	\$29.42	\$34.86	\$39.03	Master's	None	None
21-1023	Ment. health/subs. abuse soc. workers	\$17.20	\$19.66	\$22.53	\$34.56	\$55.38	Master's	None	Intern/residency
21-1015	Rehabilitation counselors	\$13.82	\$16.21	\$19.19	\$24.37	\$30.22	Master's	None	None
21-1021	Child/ family/ school social workers	\$17.46	\$21.80	\$27.36	\$32.94	\$37.85	Bachelor's	None	None
21-1022	Healthcare social workers	\$21.73	\$30.25	\$34.95	\$39.28	\$46.06	Master's	None	Intern/residency
21-1023	Ment. health/ sub. abuse social work	\$17.20	\$19.66	\$22.53	\$34.56	\$55.38	Master's	None	Intern/residency
21-1093	Social and human service assistants	\$12.69	\$14.66	\$17.40	\$21.20	\$24.76	High school	None	Short-term OTJ
21-1094	Community health workers	\$13.30	\$15.44	\$18.89	\$27.12	\$33.55	High school	None	Short-term OTJ
25-2052	Special ed. teachers, kinder. & elem.	\$21.17	\$30.85	\$39.99	\$45.24	\$53.40	Bachelor's	None	None
25-2057	Special ed. teachers, middle school	\$28.36	\$32.18	\$38.58	\$43.81	\$50.86	Bachelor's	None	None
25-2058	Special ed. teachers, sec. school	\$29.77	\$37.38	\$41.52	\$47.15	\$53.80	Bachelor's	None	None
25-9045	Teach. assistants, except postsec.	\$16.05	\$18.26	\$21.31	\$25.29	\$28.04	Some college	None	None
29-1031	Dietitians and nutritionists	\$24.97	\$30.22	\$34.64	\$38.48	\$43.64	Bachelor's	None	Intern/residency
29-1122	Occupational therapists	\$32.17	\$38.40	\$43.20	\$47.43	\$50.57	Master's	None	None
29-1123	Physical therapists	\$32.68	\$36.69	\$42.78	\$48.74	\$63.81	Doctoral/ prof.	None	None
29-1127	Speech-language pathologists	\$27.91	\$33.09	\$37.76	\$43.22	\$48.83	Master's	None	Intern/residency
29-1141	Registered nurses	\$33.09	\$42.67	\$53.22	\$59.29	\$63.16	Bachelor's	None	None
29-2053	Psychiatric technicians	\$15.68	\$16.77	\$18.59	\$21.74	\$25.71	Nondegree	Under 5 Yrs.	Short-term OTJ
29-2061	Lic. practical/ lic. vocational nurses	\$19.69	\$21.34	\$24.12	\$27.74	\$30.03	Nondegree	None	None
31-1120	Home health and personal care aides	\$10.82	\$11.52	\$12.96	\$15.04	\$17.90	High school	None	Short-term OTJ
31-1133	Psychiatric aides	\$14.14	\$17.60	\$21.46	\$23.88	\$25.34	High school	None	Short-term OTJ
31-1131	Nursing assistants	\$13.51	\$15.35	\$17.70	\$20.42	\$24.05	Nondegree	None	None
31-1132	Orderlies	\$16.71	\$18.00	\$20.18	\$23.08	\$24.86	High school	None	Short-term OTJ
31-1011	Occupational therapist assistants	\$25.40	\$26.96	\$29.07	\$31.21	\$34.03	Associate's	None	None
31-2021	Physical therapist assistants	\$16.02	\$24.29	\$27.59	\$30.38	\$33.91	Associate's	None	None
31-2022	Physical therapist aides	\$11.05	\$11.93	\$14.10	\$18.52	\$22.18	High school	None	Short-term OTJ
31-9092	Medical assistants	\$14.33	\$16.28	\$18.70	\$22.10	\$24.45	Nondegree	None	None
37-2011	Janitors/ cleaners, except 37-2012	\$10.54	\$11.96	\$16.21	\$19.70	\$22.88	None	None	Short-term OTJ
37-2012	Maids and housekeeping cleaners	\$13.14	\$15.62	\$19.11	\$22.17	\$24.02	None	None	Short-term OTJ
39-9032	Recreation workers	\$11.54	\$12.81	\$14.60	\$20.86	\$24.26	High school	None	Short-term OTJ
39-9041	Residential advisers	\$11.02	\$11.95	\$14.22	\$18.77	\$23.37	High school	None	Short-term OTJ

¹ Hourly wage data for 25-2052, 25-2057, 25-2058 & 25-9045 calculated using reported annual wages and 180 days (1,440 hours) of work annually

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

**Appendix A: Wage Assumptions
BLS Wage Adjustment Assumptions - Minimum Wage 'Spillover' and Wage Inflation**

Current minimum wage	\$10.10
Future minimum wage	\$12.00
'Tipping point' at which formula does not produce an increase	\$15.76

Adjustment for Minimum Wage 'Spillover'

Current Wage	Dollar Amount from Previous 'Step'	Percentage of Dollar Amount from Previous Step 'Captured' as Part of Wage Increase	Dollar Amount from Previous Step 'Captured' as Part of Wage Increase	Revised Wage
\$10.10				\$12.00
\$10.11 - \$11.10	\$1.00	90%	\$0.90	\$12.01 - \$12.90
\$11.11 - \$12.10	\$1.00	80%	\$0.80	\$12.91 - \$13.70
\$12.11 - \$13.10	\$1.00	70%	\$0.70	\$13.71 - \$14.40
\$13.11 - \$14.10	\$1.00	60%	\$0.60	\$14.41 - \$15.00
\$14.11 - \$15.10	\$1.00	50%	\$0.50	\$15.01 - \$15.50
\$15.11 - \$15.76	\$1.00	40%	\$0.40	\$15.50 - \$15.76

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

**Appendix A: Wage Assumptions
Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements
Data Extracted from Bureau of Labor Statistics, May 2019 Data**

BLS Code and Title		Bureau of Labor Statistics Wages ¹					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.	\$22.14	\$26.09	\$31.23	\$39.28	\$51.12	Bachelor's	Under 5 Yrs.	None
19-3039	Psychologists, all other	\$13.11	\$30.79	\$48.62	\$54.55	\$56.46	Master's	None	Intern/residency
21-1012	Educational/ voc./ school counselors	\$18.38	\$24.36	\$29.42	\$34.86	\$39.03	Master's	None	None
21-1023	Ment. health/subs. abuse soc. workers	\$17.20	\$19.66	\$22.53	\$34.56	\$55.38	Master's	None	Intern/residency
21-1015	Rehabilitation counselors	\$14.83	\$16.21	\$19.19	\$24.37	\$30.22	Master's	None	None
21-1021	Child/ family/ school social workers	\$17.46	\$21.80	\$27.36	\$32.94	\$37.85	Bachelor's	None	None
21-1022	Healthcare social workers	\$21.73	\$30.25	\$34.95	\$39.28	\$46.06	Master's	None	Intern/residency
21-1023	Ment. health/ sub. abuse social work	\$17.20	\$19.66	\$22.53	\$34.56	\$55.38	Master's	None	Intern/residency
21-1093	Social and human service assistants	\$14.11	\$15.28	\$17.40	\$21.20	\$24.76	High school	None	Short-term OTJ
21-1094	Community health workers	\$14.52	\$15.64	\$18.89	\$27.12	\$33.55	High school	None	Short-term OTJ
25-2052	Special ed. teachers, kinder. & elem.	\$21.17	\$30.85	\$39.99	\$45.24	\$53.40	Bachelor's	None	None
25-2057	Special ed. teachers, middle school	\$28.36	\$32.18	\$38.58	\$43.81	\$50.86	Bachelor's	None	None
25-2058	Special ed. teachers, sec. school	\$29.77	\$37.38	\$41.52	\$47.15	\$53.80	Bachelor's	None	None
25-9045	Teach. assistants, except postsec.	\$16.05	\$18.26	\$21.31	\$25.29	\$28.04	Some college	None	None
29-1031	Dietitians and nutritionists	\$24.97	\$30.22	\$34.64	\$38.48	\$43.64	Bachelor's	None	Intern/residency
29-1122	Occupational therapists	\$32.17	\$38.40	\$43.20	\$47.43	\$50.57	Master's	None	None
29-1123	Physical therapists	\$32.68	\$36.69	\$42.78	\$48.74	\$63.81	Doctoral/ prof.	None	None
29-1127	Speech-language pathologists	\$27.91	\$33.09	\$37.76	\$43.22	\$48.83	Master's	None	Intern/residency
29-1141	Registered nurses	\$33.09	\$42.67	\$53.22	\$59.29	\$63.16	Bachelor's	None	None
29-2053	Psychiatric technicians	\$15.73	\$16.77	\$18.59	\$21.74	\$25.71	Nondegree	Under 5 Yrs.	Short-term OTJ
29-2061	Lic. practical/ lic. vocational nurses	\$19.69	\$21.34	\$24.12	\$27.74	\$30.03	Nondegree	None	None
31-1120	Home health and personal care aides	\$12.65	\$13.24	\$14.30	\$15.47	\$17.90	High school	None	Short-term OTJ
31-1133	Psychiatric aides	\$15.02	\$17.60	\$21.46	\$23.88	\$25.34	High school	None	Short-term OTJ
31-1131	Nursing assistants	\$14.65	\$15.60	\$17.70	\$20.42	\$24.05	Nondegree	None	None
31-1132	Orderlies	\$16.71	\$18.00	\$20.18	\$23.08	\$24.86	High school	None	Short-term OTJ
31-2011	Occupational therapist assistants	\$25.40	\$26.96	\$29.07	\$31.21	\$34.03	Associate's	None	None
31-2021	Physical therapist assistants	\$16.02	\$24.29	\$27.59	\$30.38	\$33.91	Associate's	None	None
31-2022	Physical therapist aides	\$12.86	\$13.56	\$15.00	\$18.52	\$22.18	High school	None	Short-term OTJ
31-9092	Medical assistants	\$15.12	\$16.28	\$18.70	\$22.10	\$24.45	Nondegree	None	None
37-2011	Janitors/ cleaners, except 37-2012	\$12.40	\$13.59	\$16.21	\$19.70	\$22.88	None	None	Short-term OTJ
37-2012	Maids and housekeeping cleaners	\$14.42	\$15.71	\$19.11	\$22.17	\$24.02	None	None	Short-term OTJ
39-9032	Recreation workers	\$13.25	\$14.20	\$15.25	\$20.86	\$24.26	High school	None	Short-term OTJ
39-9041	Residential advisers	\$12.83	\$13.58	\$15.06	\$18.77	\$23.37	High school	None	Short-term OTJ

¹ Hourly wage data for 25-2052, 25-2057, 25-2058 & 25-9045 calculated using reported annual wages and 180 days (1,440 hours) of work annually

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

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

BLS Code and Title		Personal Assistance/ Habilitation	Residential Habilitation, Licensed Homes	Residential Habilitation, Adult Foster Homes (Agency Staffing)	Residential Habilitation - Therapeutic Living Program	Adult Day Health	Community Learning Service	Community Navigator	Discovery and Career Planning	Benefits Planning	Individual Employment Supports, Job Development	Individual Employment Supports, Job Coaching
11-9151	Social and community service mgrs.							50%				
19-3039	Psychologists, all other											
21-1012	Educational/ voc./ school counselors								75%	100%	75%	50%
21-1023	Mental health/subs. abuse social workers											
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			100%				50%				
25-2051	Special education teachers, preschool											
25-2052	Special ed. teachers, kinder. & elem.											
25-2057	Special ed. teachers, middle school											
25-2058	Special ed. teachers, secondary school											
25-9045	Teach. assistants, except postsecondary											
29-1031	Dietitians and nutritionists											
29-1223	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											
31-1120	Home health and personal care aides	60%	60%		30%	60%	60%					
31-1133	Psychiatric aides	25%	10%		50%	25%	25%					
31-1131	Nursing assistants											
31-1132	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											
39-9032	Recreation workers	15%	10%		10%	15%	15%					
39-9041	Residential advisers		20%		10%							
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

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

BLS Code and Title		Respite	Chore	Non-Medical Transportation	Registered Nurse (Private Duty Nursing, Nursing Respite)	Licensed Practical Nurse (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.											
19-3039	Psychologists, all other						100%	100%				
21-1012	Educational/ voc./ school counselors											
21-1023	Mental health/subs. abuse social workers											
21-1015	Rehabilitation counselors											
21-1021	Child/ family/ school social workers											
21-1022	Healthcare social workers											
21-1023	Mental health/ sub. abuse social work											100%
21-1093	Social and human service assistants											
21-1094	Community health workers											
25-2051	Special education teachers, preschool											
25-2052	Special ed. teachers, kinder. & elem.											
25-2057	Special ed. teachers, middle school											
25-2058	Special ed. teachers, secondary school											
25-9045	Teach. assistants, except postsecondary											
29-1031	Dietitians and nutritionists									100%		
29-1223	Psychiatrists											
29-1122	Occupational therapists								33%			
29-1123	Physical therapists								34%			
29-1127	Speech-language pathologists								33%			
29-1141	Registered nurses				100%						100%	
29-2053	Psychiatric technicians											
29-2061	Lic. practical/ lic. vocational nurses					100%						
31-1120	Home health and personal care aides	100%		100%								
31-1133	Psychiatric aides											
31-1131	Nursing assistants											
31-1132	Orderlies											
31-2011	Occupational therapist assistants											
31-2021	Physical therapist assistants											
31-2022	Physical therapist aides											
31-9092	Medical assistants											
37-2011	Janitors/ cleaners, except 37-2012		100%									
37-2012	Maids and housekeeping cleaners											
39-9032	Recreation workers											
39-9041	Residential advisers											
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

**Appendix A: Wage Assumptions
Calculated Wage Assumptions
(Based on BLS Wages and Job Requirement Assumptions)**

Personal Assistance/ Habilitation	Residential Habilitation, Licensed Homes	Residential Habilitation, Adult Foster Homes (Agency Staffing)	Residential Habilitation - Therapeutic Living Program	Adult Day Health	Community Learning Service	Community Navigator	Discovery and Career Planning	Benefits Planning	Individual Employment Supports, Job Development	Individual Employment Supports, Job Coaching
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Bureau of Labor Statistics

10th Percentile	\$13.33	\$12.98	\$14.52	\$13.91	\$13.33	\$13.33	\$18.33	\$17.49	\$18.38	\$17.49	\$16.61
25th Percentile	\$14.47	\$13.84	\$15.64	\$15.55	\$14.47	\$14.47	\$20.87	\$22.32	\$24.36	\$22.32	\$20.29
50th Percentile (Median)	\$16.23	\$15.26	\$18.89	\$18.05	\$16.23	\$16.23	\$25.06	\$26.86	\$29.42	\$26.86	\$24.31
75th Percentile	\$18.38	\$17.51	\$27.12	\$20.54	\$18.38	\$18.38	\$33.20	\$32.24	\$34.86	\$32.24	\$29.62
90th Percentile	\$20.71	\$20.37	\$33.55	\$22.80	\$20.71	\$20.71	\$42.34	\$36.83	\$39.03	\$36.83	\$34.63

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

**Appendix A: Wage Assumptions
Calculated Wage Assumptions
(Based on BLS Wages and Job Requirement Assumptions)**

Respite	Chore	Non-Medical Transportation	Registered Nurse (Private Duty Nursing, Nursing Respite)	Licensed Practical Nurse (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
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Bureau of Labor Statistics

10th Percentile	\$12.65	\$12.40	\$12.65	\$33.09	\$19.69	\$13.11	\$13.11	\$30.94	\$24.97	\$33.09	\$17.20
25th Percentile	\$13.24	\$13.59	\$13.24	\$42.67	\$21.34	\$30.79	\$30.79	\$36.07	\$30.22	\$42.67	\$19.66
50th Percentile (Median)	\$14.30	\$16.21	\$14.30	\$53.22	\$24.12	\$48.62	\$48.62	\$41.26	\$34.64	\$53.22	\$22.53
75th Percentile	\$15.47	\$19.70	\$15.47	\$59.29	\$27.74	\$54.55	\$54.55	\$46.49	\$38.48	\$59.29	\$34.56
90th Percentile	\$17.90	\$22.88	\$17.90	\$63.16	\$30.03	\$56.46	\$56.46	\$54.50	\$43.64	\$63.16	\$55.38

¹Wage assumptions in the rate models are set at the median with the following exception:
-The wage for assistant behavior analysts is set at the 25th percentile following a change in the occupational classification.

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

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

Mandatory Benefits

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

Paid Time Off⁵

Holidays	78%	100%	78%	100%	8.0	10.0	10.0		6.2	10.0	10.0
Vacation Leave	71%	100%	71%	100%	10.0	13.0	13.0		7.1	13.0	13.0
Sick Leave	78%		78%		8.0				6.2		
Total	-	-	-	-	26.0	23.0	23.0		19.5	23.0	23.0

Health Insurance⁶

All Coverages	76%	100%	51%	79.9%			\$0.00		\$543.50	\$0.00
Employee Only	72%			49.5%	\$469.23	\$500.00	\$0.00			
Employee + One				12.8%		\$800.00	\$0.00			
Family	70%			17.6%	\$1,136.35	\$1,100.00	\$0.00			

Other Benefits⁷

	-	100%	-	100%	-	\$50.00	\$300.00		-	\$50.00	\$300.00
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Notes

¹BLS' 2020 National Compensation Survey (<https://www.bls.gov/ncs/ebs/benefits/2020/employee-benefits-in-the-united-states-march-2020.pdf>); 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 \$48,100 in wages in 2020 (<http://labor.hawaii.gov/ui/tax-rate-schedule-and-weekly-benefit-amount/>)

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 15 days of vacation and 8 days of sick leave). See <https://www.bls.gov/ncs/ebs/benefits/2020/employee-benefits-in-the-united-states-march-2020.pdf>

⁶In addition to BLS data, other sources were considered.

- According to U.S. DHHS' 2021 Medical Expenditure Panel (https://meps.ahrq.gov/data_stats/summ_tables/insr/state/series_2/2021/ic21_iiia_f.pdf):

- The average premium for single coverage was \$547.75 per month with an employer contribution of \$466.92
- The average premium for employee plus-one coverage was \$1,061.08 per month with an employer contribution of \$750.00
- The average premium for family coverage was \$1,544.92 per month with an employer contribution \$1,049.08

- The national average distribution of enrollment by plan type is 62.0% single coverage, 16.0% employee + one coverage, and 22.0% family coverage. The distributions by plan type adopted in the rate models use the same proportional distribution based on an assumed 80% participation rate.

- 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 was \$452 in 2021 (<https://www.kff.org/private-insurance/issue-brief/how-aca-marketplace-premiums-are-changing-by-county-in-2022/>)

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

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

Hourly Wage	Full-Time Annual Salary	Effective Benefit Rate - Model Assumptions ^{1,2}		Effective Benefit Rate - CD Model Assumptions ^{1,2}	
		w/ PTO	w/o PTO	w/ PTO	w/o PTO
\$10	\$20,800	55.3%	46.5%	26.1%	17.3%
\$11	\$22,880	52.2%	43.4%	24.6%	15.7%
\$12	\$24,960	49.6%	40.8%	23.2%	14.4%
\$13	\$27,040	47.4%	38.6%	22.1%	13.3%
\$14	\$29,120	45.5%	36.7%	21.2%	12.4%
\$15	\$31,200	43.8%	35.0%	20.4%	11.5%
\$16	\$33,280	42.4%	33.6%	19.6%	10.8%
\$17	\$35,360	41.1%	32.3%	19.0%	10.2%
\$18	\$37,440	40.0%	31.2%	18.4%	9.6%
\$19	\$39,520	39.0%	30.2%	17.9%	9.1%
\$20	\$41,600	38.1%	29.3%	17.5%	8.7%
\$21	\$43,680	37.3%	28.5%	17.1%	8.2%
\$22	\$45,760	36.5%	27.7%	16.7%	7.9%
\$23	\$47,840	35.9%	27.0%	16.3%	7.5%
\$24	\$49,920	35.1%	26.3%	16.0%	7.2%
\$25	\$52,000	34.5%	25.7%	15.7%	6.9%
\$26	\$54,080	33.9%	25.0%	15.5%	6.7%
\$27	\$56,160	33.3%	24.5%	15.2%	6.4%
\$28	\$58,240	32.8%	23.9%	15.0%	6.2%
\$29	\$60,320	32.3%	23.4%	14.8%	6.0%
\$30	\$62,400	31.8%	23.0%	14.6%	5.8%
\$31	\$64,480	31.4%	22.6%	14.4%	5.6%
\$32	\$66,560	31.0%	22.2%	14.2%	5.4%
\$33	\$68,640	30.6%	21.8%	14.1%	5.2%
\$34	\$70,720	30.2%	21.4%	13.9%	5.1%
\$35	\$72,800	29.9%	21.1%	13.8%	4.9%
\$36	\$74,880	29.6%	20.8%	13.6%	4.8%
\$37	\$76,960	29.3%	20.5%	13.5%	4.7%
\$38	\$79,040	29.0%	20.2%	13.4%	4.6%
\$39	\$81,120	28.7%	19.9%	13.3%	4.4%
\$40	\$83,200	28.5%	19.7%	13.1%	4.3%
\$41	\$85,280	28.2%	19.4%	13.0%	4.2%
\$42	\$87,360	28.0%	19.2%	12.9%	4.1%
\$43	\$89,440	27.8%	19.0%	12.8%	4.0%
\$44	\$91,520	27.6%	18.7%	12.8%	3.9%
\$45	\$93,600	27.4%	18.5%	12.7%	3.8%
\$46	\$95,680	27.2%	18.3%	12.6%	3.8%
\$47	\$97,760	27.0%	18.2%	12.5%	3.7%
\$48	\$99,840	26.8%	18.0%	12.4%	3.6%
\$49	\$101,920	26.6%	17.8%	12.4%	3.5%
\$50	\$104,000	26.5%	17.7%	12.3%	3.5%

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

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

**Final Rate Models for I/DD Waiver Services
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Appendix C: Productivity Assumptions

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	Personal Assistance/ Habilitation, Consumer-Directed, 1:1, Big Island	Personal Assistance/ Habilitation, Consumer-Directed, 1:1, Other Islands	Personal Assistance/ Habilitation, Consumer-Directed, 1:2, Big Island	Personal Assistance/ Habilitation, Consumer-Directed, 1:2, Other Islands
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'Typical Workweek'

Without Training and PTO

Direct services	33.00	35.75	33.00	35.75	32.50	35.25	33.00	35.75	33.00	35.75	39.25	39.25	38.75	38.75
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	0.25	0.25	0.50	0.50
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	0.50	0.50	0.75	0.75
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	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	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

Workweek Adjusted for Training and PTO

Direct services	29.44	31.89	29.44	31.89	29.00	31.45	29.44	31.89	29.44	31.89	35.02	35.02	34.57	34.57
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	0.22	0.22	0.45	0.45	0.67	0.67	0.22	0.22	0.22	0.22	0.22	0.22	0.45	0.45
Travel time (between participants)	4.46	2.01	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.45	0.45	-	-	-	-	0.45	0.45	0.45	0.45	-	-	-	-
Recordkeeping and reporting	0.45	0.45	0.67	0.67	0.89	0.89	0.45	0.45	0.45	0.45	0.45	0.45	0.67	0.67
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	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Final Rate Models for I/DD Waiver Services
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Appendix C: Productivity Assumptions

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
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**'Typical Workweek'
Without Training and PTO**

Direct services	39.25	39.25	38.00	38.65	30.50	33.50	30.75	33.75	31.00	34.00	32.25	35.25
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	-	-	-	0.50	0.50	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
Program set-up/ clean-up	-	-	-	-	2.50	2.50	2.50	2.50	2.50	2.50	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
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	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

**Workweek Adjusted for
Training and PTO**

Direct services	35.02	35.02	33.90	34.48	27.21	29.89	27.44	30.12	27.66	30.34	28.77	31.45
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	0.45	0.45	0.22	0.22	0.22	0.22	0.22	0.22
Travel time (between participants)	-	-	1.12	0.54	-	-	-	-	-	-	-	-
Transporting participants	-	-	-	-	4.46	1.78	4.46	1.78	4.46	1.78	4.46	1.78
Program set-up/ clean-up	-	-	-	-	2.23	2.23	2.23	2.23	2.23	2.23	1.12	1.12
Program development	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	-	-	-	-	0.67	0.67	0.67	0.67	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	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Final Rate Models for I/DD Waiver Services
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Appendix C: Productivity Assumptions

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

Direct services	32.50	35.50	32.50	35.50	32.50	35.50	32.00	34.75	32.00	34.75	31.50	34.25
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	0.75	0.75
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	-	-	-	-
Recordkeeping and reporting	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.75	0.75	1.00	1.00
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
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	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

**Workweek Adjusted for
Training and PTO**

Direct services	29.00	31.68	29.00	31.68	29.00	31.68	28.55	31.00	28.55	31.00	28.11	30.56
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	0.67	0.67
Travel time (between participants)	-	-	-	-	-	-	4.46	2.01	4.46	2.01	4.46	2.01
Transporting participants	4.46	1.78	4.46	1.78	4.46	1.78	-	-	0.00	0.00	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-
Program development	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
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	0.67	0.67	0.89	0.89
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	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Final Rate Models for I/DD Waiver Services
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Appendix C: Productivity Assumptions

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	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	Community Learning Service, 1:3, Consumer-Directed, Big Island	Community Learning Service, 1:3, Consumer-Directed, Other Islands	Community Navigator, Big Island	Community Navigator, Other Islands	Community Navigator, Telehealth
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***'Typical Workweek'
Without Training and PTO***

Direct services	32.00	34.75	32.00	34.75	39.25	39.25	38.75	38.75	38.25	38.25	34.00	35.25	36.50
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	0.25	0.25	0.25	0.25	0.25	0.25	0.50	0.50	0.75	0.75	0.25	0.25	0.25
Travel time (between participants)	5.00	2.25	5.00	2.25	-	-	-	-	-	-	2.50	1.25	-
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	1.00	1.00	1.00	1.00	-	-	-	-	-	-	2.00	2.00	2.00
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.50	0.50	0.50	0.50	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	0.50	0.50	0.50	0.50	0.50	0.50	0.75	0.75	1.00	1.00	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
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

Annual Hours for Training and PTO

Training	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
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

Workweek Adjusted for Training and PTO

Direct services	28.55	31.00	28.55	31.00	35.02	35.02	34.57	34.57	34.13	34.13	30.34	31.45	32.57
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	0.22	0.22	0.22	0.22	0.22	0.22	0.45	0.45	0.67	0.67	0.22	0.22	0.22
Travel time (between participants)	4.46	2.01	4.46	2.01	-	-	-	-	-	-	2.23	1.12	-
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	0.89	0.89	0.89	0.89	-	-	-	-	-	-	1.78	1.78	1.78
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.45	0.45	0.45	0.45	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	0.45	0.45	0.45	0.45	0.45	0.45	0.67	0.67	0.89	0.89	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
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	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
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

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

Appendix C: Productivity Assumptions

Discovery and Career Planning, Big Island	Discovery and Career Planning, Other Islands	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 Development, Telehealth	Individual Employment Supports, Job Coaching, Big Island	Individual Employment Supports, Job Coaching, Other Islands	Individual Employment Supports, Job Coaching, Telehealth
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**'Typical Workweek'
Without Training and PTO**

Direct services	32.00	34.75	32.25	33.50	34.00	35.25	36.50	33.50	36.25	38.50
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	0.25	0.25	-	-	0.25	0.25	0.25	0.25	0.25	0.25
Travel time (between participants)	5.00	2.25	2.50	1.25	2.50	1.25	-	5.00	2.25	-
Transporting participants	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-
Program development	1.50	1.50	1.50	1.50	2.00	2.00	2.00	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	0.50	0.50	-	-	-	-	-	-
Recordkeeping and reporting	0.50	0.50	2.50	2.50	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Annual Hours for Training
and PTO**

Training	40.00	40.00	60.00	60.00	40.00	40.00	40.00	40.00	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

**Workweek Adjusted for
Training and PTO**

Direct services	28.55	31.00	28.47	29.58	30.34	31.45	32.57	29.89	32.34	34.35
Collateral contacts	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	0.22	0.22	-	-	0.22	0.22	0.22	0.22	0.22	0.22
Travel time (between participants)	4.46	2.01	2.21	1.10	2.23	1.12	-	4.46	2.01	-
Transporting participants	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-
Program development	1.34	1.34	1.32	1.32	1.78	1.78	1.78	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	0.44	0.44	-	-	-	-	-	-
Recordkeeping and reporting	0.45	0.45	2.21	2.21	0.45	0.45	0.45	0.45	0.45	0.45
Employer and one-on-one supervision time	0.67	0.67	0.66	0.66	0.67	0.67	0.67	0.67	0.67	0.67
Training	0.77	0.77	1.15	1.15	0.77	0.77	0.77	0.77	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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

Appendix C: Productivity Assumptions

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	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
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***'Typical Workweek'
Without Training and PTO***

Direct services	37.50	38.15	37.50	38.15	37.50	38.15	39.50	39.50	39.25	39.25
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	0.50	0.50	0.50	0.50	0.50	0.50	0.75	0.75
Employer and one-on-one supervision time	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	33.74	34.33	33.74	34.33	33.74	34.33	35.55	35.55	35.32	35.32
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	0.45	0.45	0.45	0.45	0.45	0.45	0.68	0.68
Employer and one-on-one supervision time	0.68	0.68	0.68	0.68	0.68	0.68	-	-	-	-
Training	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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

Appendix C: Productivity Assumptions

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	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
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**'Typical Workweek'
Without Training and PTO**

Direct services	37.75	38.40	37.75	38.40	37.75	38.40	36.25	36.90	36.25	36.90	36.25	36.90
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	1.25	0.60
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	0.50	0.50	0.50	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	0.50	0.50	0.50	0.50	0.50	0.50	2.00	2.00	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

**Workweek Adjusted for
Training and PTO**

Direct services	33.97	34.56	33.97	34.56	33.97	34.56	32.62	33.21	32.62	33.21	32.62	33.21
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	1.13	0.54
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	0.45	0.45	0.45	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	0.45	0.45	0.45	0.45	0.45	0.45	1.80	1.80	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

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

Appendix C: Productivity Assumptions

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

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

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

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

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

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

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

Appendix C: Productivity Assumptions

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
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'Typical Workweek'

Without 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

Direct services	29.47	31.94	29.47	31.94	28.12	30.59	28.12	30.59	27.22	30.82	4.00
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	-	-	-	-	-	-	-
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
Transporting participants	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.45	0.45	-	-	0.45	0.45	-	-	0.45	0.45	-
Recordkeeping and reporting	1.13	1.13	1.58	1.58	1.13	1.13	1.58	1.58	1.13	1.13	0.25
Employer and one-on-one supervision time	0.45	0.45	0.45	0.45	1.80	1.80	1.80	1.80	0.45	0.45	0.10
Training	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.12
Paid time off	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	3.54	0.88
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	10.00

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

Appendix D: Residential Habilitation - Licensed Home Staff Hour Assumptions¹

	Tier 1	Tier 2	Tier 3
'Occupied' Home Hours			
Hours in a Week	168.0	168.0	168.0
Hours that Participants Are Out of the Home (w/o Home Staff)	(30.0)	(30.0)	(30.0)
Allowance for Day Program Absences	4.5	4.5	4.5
Total Occupied Hours for Residence per Week	142.5	142.5	142.5
Daytime Hours	86.5	86.5	86.5
Overnight Hours	56.0	56.0	56.0
Number of Staff on Shift During Daytime Hours	0.0	1.0	1.0
Number of Staff on Shift During Overnight Hours	0.0	0.0	0.0
Base Staff Hours	0.0	86.5	86.5
<i>'Floating' Staff Hours</i>			
'Floating' FTE Per Week ²	1.00	0.00	1.00
Total Additional Hours for Residence	40.0	0.0	40.0
Total Hours per Home per Week	40.0	86.5	126.5
Hours per Participant per Week (assumes four participants)	10.0	21.6	31.6

¹ Assumed hours displayed on this page are in addition to the assumed live-in home manager

² 'Floating' FTE hours are intended to accommodate participants who participate in day programs less frequently than assumed, to provide one-to-one support away from the home, etc.

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

Appendix E: Therapeutic Living Programs - Staff Hour Assumptions

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