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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	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$84.82</b>	<b>\$77.96</b>	<b>\$84.82</b>	<b>\$77.96</b>	
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	
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.51</b>	<b>\$1.30</b>	<b>\$3.51</b>	<b>\$1.30</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$30.00	\$30.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$2.54</b>	<b>\$2.35</b>	<b>\$5.09</b>	<b>\$4.70</b>	
	- Specialized Medical Supplies Funding per Year	\$25.00	\$25.00	\$50.00	\$50.00	
	<b>Specialized Medical Supplies Cost per Billable Hour</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.03</b>	<b>\$0.03</b>	
	Cost per Billable Hour Before Administration	\$90.89	\$81.63	\$93.45	\$83.99	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$10.10</b>	<b>\$9.07</b>	<b>\$10.38</b>	<b>\$9.33</b>	
	Cost per Billable Hour Before General Excise Tax	\$100.99	\$90.70	\$103.83	\$93.32	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$4.76</b>	<b>\$4.27</b>	<b>\$4.89</b>	<b>\$4.40</b>	
Total Cost per Billable Hour	\$105.75	\$94.97	\$108.72	\$97.72		
- Number of Participants	1	1	2	2		
<b>Rate per 15 Minutes</b>	<b>\$26.44</b>	<b>\$23.74</b>	<b>\$13.59</b>	<b>\$12.22</b>		

**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	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$43.22</b>	<b>\$39.88</b>	<b>\$43.22</b>	<b>\$39.88</b>	
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	
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.68</b>	<b>\$1.35</b>	<b>\$3.68</b>	<b>\$1.35</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$30.00	\$30.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$2.67</b>	<b>\$2.45</b>	<b>\$5.33</b>	<b>\$4.90</b>	
	- Specialized Medical Supplies Funding per Year	\$25.00	\$25.00	\$50.00	\$50.00	
	<b>Specialized Medical Supplies Cost per Billable Hour</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.03</b>	<b>\$0.03</b>	
	Cost per Billable Hour Before Administration	\$49.59	\$43.70	\$52.26	\$46.16	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$5.51</b>	<b>\$4.86</b>	<b>\$5.81</b>	<b>\$5.13</b>	
	Cost per Billable Hour Before General Excise Tax	\$55.10	\$48.56	\$58.07	\$51.29	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$2.60</b>	<b>\$2.29</b>	<b>\$2.74</b>	<b>\$2.42</b>	
Total Cost per Billable Hour	\$57.70	\$50.85	\$60.81	\$53.71		
- Number of Participants	1	1	2	2		
<b>Rate per 15 Minutes</b>	<b>\$14.43</b>	<b>\$12.71</b>	<b>\$7.60</b>	<b>\$6.71</b>		

**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 <sup>1</sup>	
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%	22.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$57.32	\$57.32	\$57.32	\$37.78	
	<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	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$84.26</b>	<b>\$74.52</b>	<b>\$143.30</b>	<b>\$94.45</b>	
Mileage	- Number of Miles Traveled per Week	275	110			
	- Amount per Mile	\$0.575	\$0.575			
	Weekly Mileage Cost	\$158.13	\$63.25			
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.81</b>	<b>\$2.05</b>			
Travel Costs	- Trip Cost (air and ground transportation)			\$200.00	\$200.00	
	<b>Travel Cost per Billable Hour</b>			<b>\$50.00</b>	<b>\$50.00</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$2.76</b>	<b>\$2.43</b>	<b>\$18.75</b>	<b>\$18.75</b>	
	Cost per Billable Hour Before Administration	\$92.83	\$79.00	\$212.05	\$163.20	
	- Administration Percent	10.0%	10.0%			
	<b>Administrative Cost per Billable Hour</b>	<b>\$10.31</b>	<b>\$8.78</b>	<b>\$8.78</b>	<b>\$8.78</b>	
	Cost per Billable Hour Before General Excise Tax	\$103.14	\$87.78	\$220.83	\$171.98	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
<b>General Excise Tax Cost per Billable Hour</b>	<b>\$4.86</b>	<b>\$4.14</b>	<b>\$10.41</b>	<b>\$8.10</b>		
<b>Rate per Hour</b>	<b>\$103.14</b>	<b>\$87.78</b>	<b>\$220.83</b>	<b>\$171.98</b>		

Notes

<sup>1</sup>The recommended rate is not being implemented at this time due to maintenance of effort requirements in the American Rescue Plan Act.

**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)	19.4%	19.4%	19.4%	21.2%	21.2%	21.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$49.27	\$49.27	\$49.27	\$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		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$72.43</b>	<b>\$64.05</b>	<b>\$123.18</b>	<b>\$61.71</b>	<b>\$54.57</b>	<b>\$104.95</b>	
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		
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.81</b>	<b>\$2.05</b>		<b>\$5.81</b>	<b>\$2.05</b>		
Travel Costs	- Trip Cost (air and ground transportation)			\$200.00			\$200.00	
	<b>Travel Cost per Billable Hour</b>			<b>\$50.00</b>			<b>\$50.00</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$2.76</b>	<b>\$2.43</b>	<b>\$18.75</b>	<b>\$2.76</b>	<b>\$2.43</b>	<b>\$18.75</b>	
	Cost per Billable Hour Before Administration	\$81.00	\$68.53	\$191.93	\$70.28	\$59.05	\$173.70	
	- Administration Percent	10.0%	10.0%		10.0%	10.0%		
	<b>Administrative Cost per Billable Hour</b>	<b>\$9.00</b>	<b>\$7.61</b>	<b>\$7.61</b>	<b>\$7.81</b>	<b>\$6.56</b>	<b>\$6.56</b>	
	Cost per Billable Hour Before General Excise Tax	\$90.00	\$76.14	\$199.54	\$78.09	\$65.61	\$180.26	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	
<b>General Excise Tax Cost per Billable Hour</b>	<b>\$4.24</b>	<b>\$3.59</b>	<b>\$9.40</b>	<b>\$3.68</b>	<b>\$3.09</b>	<b>\$8.49</b>		
<b>Rate per Hour</b>		<b>\$90.00</b>	<b>\$76.14</b>	<b>\$199.54</b>	<b>\$78.09</b>	<b>\$65.61</b>	<b>\$180.26</b>	

**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 <sup>1</sup>	
		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Unit of Service								
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%	27.4%	27.4%	27.4%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$62.37	\$62.37	\$62.37	\$28.70	\$28.70	\$28.70	
	<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	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$91.68</b>	<b>\$81.08</b>	<b>\$155.93</b>	<b>\$42.19</b>	<b>\$37.31</b>	<b>\$71.75</b>	
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		
	<b>Mileage Cost per Billable Hour</b>	<b>\$5.81</b>	<b>\$2.05</b>		<b>\$5.81</b>	<b>\$2.05</b>		
Travel Costs	- Trip Cost (air and ground transportation)			\$200.00			\$200.00	
	<b>Travel Cost per Billable Hour</b>			<b>\$50.00</b>			<b>\$50.00</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$2.76</b>	<b>\$2.43</b>	<b>\$18.75</b>	<b>\$2.76</b>	<b>\$2.43</b>	<b>\$18.75</b>	
	Cost per Billable Hour Before Administration	\$100.25	\$85.56	\$224.68	\$50.76	\$41.79	\$140.50	
	- Administration Percent	10.0%	10.0%		10.0%	10.0%		
	<b>Administrative Cost per Billable Hour</b>	<b>\$11.14</b>	<b>\$9.51</b>	<b>\$9.51</b>	<b>\$5.64</b>	<b>\$4.64</b>	<b>\$4.64</b>	
	Cost per Billable Hour Before General Excise Tax	\$111.39	\$95.07	\$234.19	\$56.40	\$46.43	\$145.14	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	
<b>General Excise Tax Cost per Billable Hour</b>	<b>\$5.25</b>	<b>\$4.48</b>	<b>\$11.04</b>	<b>\$2.66</b>	<b>\$2.19</b>	<b>\$6.84</b>		
<b>Rate per Hour</b>		<b>\$111.39</b>	<b>\$95.07</b>	<b>\$234.19</b>	<b>\$56.40</b>	<b>\$46.43</b>	<b>\$145.14</b>	

Notes

<sup>1</sup>The recommended rate is not being implemented at this time due to maintenance of effort requirements in the American Rescue Plan Act.

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  
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<https://www.healthmanagement.com/about/burns-associates/>

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**Final Rate Models for I/DD Waiver Services  
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**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 <sup>1</sup>					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
31-2011 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	\$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

<sup>1</sup> 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  
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**Appendix A: Wage Assumptions  
BLS Wage Adjustment Assumptions - Minimum Wage 'Spillover' and Wage Inflation**

Current minimum wage	\$10.10
Future minimum wage	\$14.00
'Tipping point' at which formula does not produce an increase	\$18.43

*Adjustment for Minimum Wage 'Spillover'*

<b>Current Wage</b>	<b>Dollar Amount from Previous 'Step'</b>	<b>Percentage of Dollar Amount from Previous Step 'Captured' as Part of Wage Increase</b>	<b>Dollar Amount from Previous Step 'Captured' as Part of Wage Increase</b>	<b>Revised Wage</b>
\$10.10				\$14.00
\$10.11 - \$11.10	\$1.00	90%	\$0.90	\$14.01 - \$14.90
\$11.11 - \$12.10	\$1.00	80%	\$0.80	\$14.91 - \$15.70
\$12.11 - \$13.10	\$1.00	70%	\$0.70	\$15.71 - \$16.40
\$13.11 - \$14.10	\$1.00	60%	\$0.60	\$16.41 - \$17.00
\$14.11 - \$15.10	\$1.00	50%	\$0.50	\$17.01 - \$17.50
\$15.11 - \$16.10	\$1.00	40%	\$0.40	\$17.50 - \$17.90
\$16.11 - \$17.10	\$1.00	30%	\$0.30	\$17.90 - \$18.20
\$17.11 - \$18.10	\$1.00	20%	\$0.20	\$18.20 - \$18.40
\$18.11 - \$18.43	\$1.00	10%	\$0.10	\$18.40 - \$18.43



**Final Rate Models for I/DD Waiver Services  
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**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 <sup>1</sup>					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	\$15.11	\$30.79	\$48.62	\$54.55	\$56.46	Master's	None	Intern/residency
21-1012 Educational/ voc./ school counselors	\$18.43	\$24.36	\$29.42	\$34.86	\$39.03	Master's	None	None
21-1023 Ment. health/subs. abuse soc. workers	\$18.22	\$19.66	\$22.53	\$34.56	\$55.38	Master's	None	Intern/residency
21-1015 Rehabilitation counselors	\$16.83	\$17.93	\$19.19	\$24.37	\$30.22	Master's	None	None
21-1021 Child/ family/ school social workers	\$18.27	\$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	\$18.22	\$19.66	\$22.53	\$34.56	\$55.38	Master's	None	Intern/residency
21-1093 Social and human service assistants	\$16.11	\$17.28	\$18.26	\$21.20	\$24.76	High school	None	Short-term OTJ
21-1094 Community health workers	\$16.52	\$17.64	\$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	\$17.73	\$18.10	\$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	\$14.65	\$15.24	\$16.30	\$17.47	\$18.36	High school	None	Short-term OTJ
31-1133 Psychiatric aides	\$17.02	\$18.30	\$21.46	\$23.88	\$25.34	High school	None	Short-term OTJ
31-1131 Nursing assistants	\$16.65	\$17.60	\$18.32	\$20.42	\$24.05	Nondegree	None	None
31-1132 Orderlies	\$18.08	\$18.38	\$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	\$17.87	\$24.29	\$27.59	\$30.38	\$33.91	Associate's	None	None
31-2022 Physical therapist aides	\$14.86	\$15.56	\$17.00	\$18.52	\$22.18	High school	None	Short-term OTJ
31-9092 Medical assistants	\$17.12	\$17.95	\$18.70	\$22.10	\$24.45	Nondegree	None	None
37-2011 Janitors/ cleaners, except 37-2012	\$14.40	\$15.59	\$17.93	\$19.70	\$22.88	None	None	Short-term OTJ
37-2012 Maids and housekeeping cleaners	\$16.42	\$17.71	\$19.11	\$22.17	\$24.02	None	None	Short-term OTJ
39-9032 Recreation workers	\$15.25	\$16.20	\$17.25	\$20.86	\$24.26	High school	None	Short-term OTJ
39-9041 Residential advisers	\$14.83	\$15.58	\$17.06	\$18.77	\$23.37	High school	None	Short-term OTJ

<sup>1</sup> 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  
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**Appendix A: Wage Assumptions  
Development of Job Requirements by Service  
(Using BLS Job Codes)**

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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**BLS Code and Title**

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%						
		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**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)**

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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**BLS Code and Title**

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%

**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	\$15.33	\$14.98	\$16.52	\$15.91	\$15.33	\$15.33	\$19.33	\$18.03	\$18.43	\$18.03	\$17.63
25th Percentile	\$16.15	\$15.71	\$17.64	\$16.90	\$16.15	\$16.15	<b>\$21.87</b>	\$22.75	\$24.36	\$22.75	\$21.15
<b>50th Percentile (Median)</b>	<b>\$17.73</b>	<b>\$17.06</b>	<b>\$18.89</b>	<b>\$19.05</b>	<b>\$17.73</b>	<b>\$17.73</b>	\$25.06	<b>\$26.86</b>	<b>\$29.42</b>	<b>\$26.86</b>	<b>\$24.31</b>
75th Percentile	\$19.58	\$18.71	\$27.12	\$21.14	\$19.58	\$19.58	\$33.20	\$32.24	\$34.86	\$32.24	\$29.62
90th Percentile	\$20.99	\$20.65	\$33.55	\$22.94	\$20.99	\$20.99	\$42.34	\$36.83	\$39.03	\$36.83	\$34.63

**Final Rate Models for I/DD Waiver Services  
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**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	\$14.65	\$14.40	\$14.65	\$33.09	\$19.69	\$15.11	\$15.11	\$30.94	\$24.97	\$33.09	\$18.22
25th Percentile	\$15.24	\$15.59	\$15.24	\$42.67	\$21.34	\$30.79	<b>\$30.79</b>	\$36.07	\$30.22	\$42.67	\$19.66
<b>50th Percentile (Median)</b>	<b>\$16.30</b>	<b>\$17.93</b>	<b>\$16.30</b>	<b>\$53.22</b>	<b>\$24.12</b>	<b>\$48.62</b>	\$48.62	<b>\$41.26</b>	<b>\$34.64</b>	<b>\$53.22</b>	<b>\$22.53</b>
75th Percentile	\$17.47	\$19.70	\$17.47	\$59.29	\$27.74	\$54.55	\$54.55	\$46.49	\$38.48	\$59.29	\$34.56
90th Percentile	\$18.36	\$22.88	\$18.36	\$63.16	\$30.03	\$56.46	\$56.46	\$54.50	\$43.64	\$63.16	\$55.38

<sup>1</sup>Wage 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 <sup>1</sup>	Rate Models		BLS Data <sup>1</sup>	Rate Models		BLS Data <sup>1</sup>	Rate Models	CD Rate Models	BLS Data <sup>1</sup>	Rate Models	CD Rate Models

**Mandatory Benefits**

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

**Paid Time Off<sup>5</sup>**

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		
<b>Total</b>	-	-	-	-	<b>26.0</b>	<b>23.0</b>	<b>23.0</b>		<b>19.5</b>	<b>23.0</b>	<b>23.0</b>

**Health Insurance<sup>6</sup>**

<b>All Coverages</b>	<b>76%</b>	<b>100%</b>	<b>51%</b>	<b>80.0%</b>				<b>\$0.00</b>		<b>\$543.75</b>	<b>\$0.00</b>
Employee Only	72%			45.0%	\$469.23	\$475.00	\$0.00				
Employee + One				15.0%		\$800.00	\$0.00				
Family	70%			20.0%	\$1,136.35	\$1,050.00	\$0.00				

**Other Benefits<sup>7</sup>**

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

<sup>1</sup>BLS' 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

<sup>2</sup>Combined Social Security tax rate of 6.20% and Medicare tax rate of 1.45%

<sup>3</sup>Applies to first \$7,000 in wages

<sup>4</sup>Applies to first \$48,100 in wages in 2020 (<http://labor.hawaii.gov/ui/tax-rate-schedule-and-weekly-benefit-amount/>)

<sup>5</sup>BLS data for vacation and sick leave is based on national data (means) for employees with 1-5 years of experience (mean for those with 6-10 experience is 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>

<sup>6</sup>In addition to BLS data, other sources were considered.

- According to U.S. DHHS' 2018 Medical Expenditure Panel ([https://www.meps.ahrq.gov/data\\_files/publications/cb23/cb23.pdf](https://www.meps.ahrq.gov/data_files/publications/cb23/cb23.pdf)):

- The average premium for single coverage was \$539.58 per month with an employer contribution of \$476.45

- The average premium for employee plus-one coverage was \$1,064.83 per month with an employer contribution of \$809.27

- The average premium for family coverage was \$1,493.25 per month with an employer contribution \$1,036.32

- The national average distribution of enrollment by plan type is 55.2% single coverage, 18.6% employee + one coverage, and 26.2% 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 \$315 in 2019 (<https://www.kff.org/health-costs/issue-brief/tracking-2019-premium-changes-on-aca-exchanges/>)

<sup>7</sup>BLS provides information for a variety of other benefits that cannot be combined

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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 <sup>1,2</sup>		Effective Benefit Rate - CD Model Assumptions <sup>1,2</sup>	
		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	43.9%	35.0%	20.4%	11.5%
\$16	\$33,280	42.4%	33.6%	19.6%	10.8%
\$17	\$35,360	41.2%	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	35.2%	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%	23.5%	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%	18.4%	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%

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

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

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

**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	-	-	-	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

*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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>



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

**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	Community Learning Service, Group, Tier 1, Big Island	Community Learning Service, Group, Tier 1, Other Islands
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*'Typical Workweek'*

*Without Training and PTO*

Direct services	39.25	39.25	38.00	38.65	30.50	33.50	30.75	33.75	31.00	34.00	32.25	35.25	32.50	35.50
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	-	-	-	0.50	0.50	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Travel time (between participants)	-	-	1.25	0.60	-	-	-	-	-	-	-	-	-	-
Transporting participants	-	-	-	-	5.00	2.00	5.00	2.00	5.00	2.00	5.00	2.00	5.00	2.00
Program set-up/ clean-up	-	-	-	-	2.50	2.50	2.50	2.50	2.50	2.50	1.25	1.25	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-	-	1.00	1.00
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	-	-	-	-	0.75	0.75	0.75	0.75	0.50	0.50	0.50	0.50	0.50	0.50
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

*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	35.02	35.02	33.90	34.48	27.21	29.89	27.44	30.12	27.66	30.34	28.77	31.45	29.00	31.68
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	0.45	0.45	0.22	0.22	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	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	-	-	-	-	-	-	-	-	-	-	-	-	0.89	0.89
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	-	-	-	-	0.67	0.67	0.67	0.67	0.45	0.45	0.45	0.45	0.45	0.45
Employer and one-on-one supervision time	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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

**Appendix C: Productivity Assumptions**

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	Community Learning Service, 2:1, Big Island	Community Learning Service, 2:1, Other Islands	Community Learning Service, 3:1, Big Island	Community Learning Service, 3:1, Other Islands
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*'Typical Workweek'*

*Without Training and PTO*

Direct services	32.50	35.50	32.50	35.50	32.00	34.75	32.00	34.75	31.50	34.25	32.00	34.75	32.00	34.75
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	0.25	0.25	0.25	0.25	0.25	0.25	0.50	0.50	0.75	0.75	0.25	0.25	0.25	0.25
Travel time (between participants)	-	-	-	-	5.00	2.25	5.00	2.25	5.00	2.25	5.00	2.25	5.00	2.25
Transporting participants	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	1.00	1.00
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	0.50	0.50	-	-	-	-	0.50	0.50	0.50	0.50
Recordkeeping and reporting	0.50	0.50	0.50	0.50	0.50	0.50	0.75	0.75	1.00	1.00	0.50	0.50	0.50	0.50
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

*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	29.00	31.68	29.00	31.68	28.55	31.00	28.55	31.00	28.11	30.56	28.55	31.00	28.55	31.00
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	0.22
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	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	0.89	0.89
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	0.45	0.45	-	-	-	-	0.45	0.45	0.45	0.45
Recordkeeping and reporting	0.45	0.45	0.45	0.45	0.45	0.45	0.67	0.67	0.89	0.89	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	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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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

**Appendix C: Productivity Assumptions**

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	Discovery and Career Planning, Big Island	Discovery and Career Planning, Other Islands	Discovery and Career Planning, Telehealth	Benefits Planning, Big Island	Benefits Planning, Other Islands
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*'Typical Workweek'*

*Without Training and PTO*

Direct services	39.25	39.25	38.75	38.75	38.25	38.25	34.00	35.25	36.50	32.00	34.75	37.00	32.25	33.50
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	-	-
Travel time (between participants)	-	-	-	-	-	-	2.50	1.25	-	5.00	2.25	-	2.50	1.25
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	2.00	2.00	2.00	1.50	1.50	1.50	1.50	1.50
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-	-	-	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	2.50	2.50
Employer and one-on-one supervision time	-	-	-	-	-	-	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

*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	60.00	60.00
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

*Workweek Adjusted for Training and PTO*

Direct services	35.02	35.02	34.57	34.57	34.13	34.13	30.34	31.45	32.57	28.55	31.00	33.01	28.47	29.58
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	-	-
Travel time (between participants)	-	-	-	-	-	-	2.23	1.12	-	4.46	2.01	-	2.21	1.10
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	1.78	1.78	1.78	1.34	1.34	1.34	1.32	1.32
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-	-	-	0.44	0.44
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	2.21	2.21
Employer and one-on-one supervision time	-	-	-	-	-	-	0.67	0.67	0.67	0.67	0.67	0.67	0.66	0.66
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	1.15	1.15
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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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

**Appendix C: Productivity Assumptions**

Benefits Planning, Telehealth	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	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
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*'Typical Workweek'*

*Without Training and PTO*

Direct services	34.75	34.00	35.25	36.50	33.50	36.25	38.50	37.50	38.15	37.50	38.15	37.50	38.15	39.50
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	0.25	0.25	0.25	0.25	0.25	0.25	-	-	-	-	-	-	-
Travel time (between participants)	-	2.50	1.25	-	5.00	2.25	-	1.25	0.60	1.25	0.60	1.25	0.60	-
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	1.50	2.00	2.00	2.00	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.50	-	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	2.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	-
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

*Annual Hours for Training and PTO*

Training	60.00	40.00	40.00	40.00	40.00	40.00	40.00	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	184.00	184.00

*Workweek Adjusted for Training and PTO*

Direct services	30.68	30.34	31.45	32.57	29.89	32.34	34.35	33.74	34.33	33.74	34.33	33.74	34.33	35.55
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	0.22	0.22	0.22	0.22	0.22	0.22	-	-	-	-	-	-	-
Travel time (between participants)	-	2.23	1.12	-	4.46	2.01	-	1.13	0.54	1.13	0.54	1.13	0.54	-
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	1.32	1.78	1.78	1.78	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	0.44	-	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	2.21	0.45	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	0.66	0.67	0.67	0.67	0.67	0.67	0.67	0.68	0.68	0.68	0.68	0.68	0.68	-
Training	1.15	0.77	0.77	0.77	0.77	0.77	0.77	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	3.54	3.54
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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

Respite, Hourly, Consumer-Directed, 1:1, Other Islands	Respite, Hourly, Consumer-Directed, 1:2, Big Island	Respite, Hourly, Consumer-Directed, 1:2, Other Islands	Nursing Respite, Registered Nurse, 1:1, Big Island	Nursing Respite, Registered Nurse, 1:1, Other Islands	Nursing Respite, Registered Nurse, 1:2, Big Island	Nursing Respite, Registered Nurse, 1:2, Other Islands	Nursing Respite, Registered Nurse, 1:3, Big Island	Nursing Respite, Registered Nurse, 1:3, Other Islands	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
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*'Typical Workweek'*

*Without Training and PTO*

Direct services	39.50	39.25	39.25	37.75	38.40	37.75	38.40	37.75	38.40	36.25	36.90	36.25	36.90	36.25
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
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	0.50	0.75	0.75	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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

*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	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	184.00	184.00

*Workweek Adjusted for Training and PTO*

Direct services	35.55	35.32	35.32	33.97	34.56	33.97	34.56	33.97	34.56	32.62	33.21	32.62	33.21	32.62
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
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and reporting	0.45	0.68	0.68	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
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	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	3.54	3.54
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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

**Appendix C: Productivity Assumptions**

Nursing Respite, Licensed Practical Nurse, 1:3, Other Islands	Chore, Big Island	Chore, Other Islands	Chore, Consumer-Directed, Big Island	Chore, Consumer-Directed, Other Islands	Non-Medical Transportation, Big Island	Non-Medical Transportation, Other Islands	Non-Medical Transportation, Consumer-Directed, Big Island	Non-Medical Transportation, Consumer-Directed, Other Islands	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
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**'Typical Workweek'**

**Without Training and PTO**

Direct services	36.90	35.25	37.25	39.50	39.50	26.00	31.50	39.50	39.50	32.75	35.50	32.75	35.50	31.25
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	0.60	3.75	1.75	-	-	12.00	6.50	-	-	5.00	2.25	5.00	2.25	5.00
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	0.50	0.50	-	-	-	-	-	-	0.50	0.50	-	-	0.50
Recordkeeping and reporting	0.50	-	-	0.50	0.50	1.25	1.25	0.50	0.50	1.25	1.25	1.75	1.75	1.25
Employer and one-on-one supervision time	2.00	0.50	0.50	-	-	0.75	0.75	-	-	0.50	0.50	0.50	0.50	2.00
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Annual Hours for Training and PTO**

Training	24.00	16.00	16.00	16.00	16.00	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	184.00	184.00

**Workweek Adjusted for Training and PTO**

Direct services	33.21	31.86	33.67	35.70	35.70	23.39	28.34	35.55	35.55	29.47	31.94	29.47	31.94	28.12
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	0.54	3.39	1.58	-	-	10.80	5.85	-	-	4.50	2.03	4.50	2.03	4.50
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	0.45	0.45	-	-	-	-	-	-	0.45	0.45	-	-	0.45
Recordkeeping and reporting	0.45	-	-	0.45	0.45	1.13	1.13	0.45	0.45	1.13	1.13	1.58	1.58	1.13
Employer and one-on-one supervision time	1.80	0.45	0.45	-	-	0.68	0.68	-	-	0.45	0.45	0.45	0.45	1.80
Training	0.46	0.31	0.31	0.31	0.31	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	3.54	3.54
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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

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	34.00	31.25	34.00	30.25	34.25	4.00
Collateral contacts	-	-	-	-	-	-
Attending ISP meetings	-	-	-	-	-	-
Travel time (between participants)	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	-
Recordkeeping and reporting	1.25	1.75	1.75	1.25	1.25	0.25
Employer and one-on-one supervision time	2.00	2.00	2.00	0.50	0.50	0.10
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>8.85</b>

**Annual Hours for Training and PTO**

Training	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

**Workweek Adjusted for Training and PTO**

Direct services	30.59	28.12	30.59	27.22	30.82	4.00
Collateral contacts	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	-	-
Travel time (between participants)	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	-
Recordkeeping and reporting	1.13	1.58	1.58	1.13	1.13	0.25
Employer and one-on-one supervision time	1.80	1.80	1.80	0.45	0.45	0.10
Training	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	0.88
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>10.00</b>

**Final Rate Models for I/DD Waiver Services  
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**Appendix D: Residential Habilitation - Licensed Home Staff Hour Assumptions<sup>1</sup>**

	<b>Tier 1</b>	<b>Tier 2</b>	<b>Tier 3</b>
<b>'Occupied' Home Hours</b>			
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
<b>Total Occupied Hours for Residence per Week</b>	<b>142.5</b>	<b>142.5</b>	<b>142.5</b>
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
<b>Base Staff Hours</b>	<b>0.0</b>	<b>86.5</b>	<b>86.5</b>
<i>'Floating' Staff Hours</i>			
'Floating' FTE Per Week <sup>2</sup>	1.00	0.00	1.00
<b>Total Additional Hours for Residence</b>	<b>40.0</b>	<b>0.0</b>	<b>40.0</b>
<b>Total Hours per Home per Week</b>	<b>40.0</b>	<b>86.5</b>	<b>126.5</b>
<b>Hours per Participant per Week (assumes four participants)</b>	<b>10.0</b>	<b>21.6</b>	<b>31.6</b>

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

<sup>2</sup> '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  
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**Appendix E: Therapeutic Living Programs - Staff Hour Assumptions**

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