

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

Proposed Rate Models

- prepared for -

Developmental Disabilities Division  
Hawaii State Department of Health

- prepared by -

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

July 18, 2024

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

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**Comparison of Current and Proposed Rates**

Service	Unit	Oahu				Other Islands <sup>1</sup>				Notes
		Svc. Code	Current Rate	Proposed Rate	Pct. Change	Svc. Code	Current Rate	Proposed Rate	Pct. Change	
Personal Assistance/ Habilitation, 1:1	15 min.	S5125-U6	\$10.00	\$12.14	21.4%	99509-U6	\$11.49	\$13.92	21.1%	
Personal Assistance/ Habilitation, 1:2	15 min.	S5125-UN	\$5.34	\$6.53	22.3%	99509-UN	\$6.12	\$7.45	21.7%	
Personal Assistance/ Habilitation, 1:3	15 min.	S5125-UP	\$3.85	\$4.73	22.9%	99509-UP	\$4.39	\$5.38	22.6%	
Personal Assistance/ Habilitation, 2:1	15 min.	S5125-U7	\$18.33	\$22.15	20.8%	99509-U7	\$20.50	\$24.73	20.6%	
Personal Assistance/ Habilitation, 3:1	15 min.	S5125-U4	\$26.68	\$32.16	20.5%	99509-U4	\$29.53	\$35.57	20.5%	
Personal Assistance/ Hab., Registered Behavior Tech., 1:1	15 min.	S5125-HM	\$15.00	\$21.19	41.3%	99509-HM	\$17.37	\$24.30	39.9%	rates are based on the 'Low' scenario rates developed by Med-QUEST in 2023 adjusted for lower productivity in the community, and further increased for the Other Islands based on the ratio for 1:1 PAB services multi-staff rates assume additional staff are DSPs
Personal Assistance/ Hab., Registered Behavior Tech., 2:1	15 min.	S5125-U9	\$20.78	\$30.35	46.1%	99509-U9	\$23.64	\$34.27	45.0%	
Personal Assistance/ Hab., Registered Behavior Tech., 3:1	15 min.	S5125-UD	\$26.56	\$39.51	48.8%	99509-UD	\$29.90	\$44.23	47.9%	
Personal Assistance, Habilitation, Consumer-Directed, 1:1	15 min.	S5125-U1	\$6.12	\$7.36	20.3%	99509-U1	\$6.12	\$7.36	20.3%	
Residential Habilitation, Licensed Homes, Tier 1	Day	T2016-UB	\$130.92	\$164.57	25.7%	T2033-UB	\$135.88	\$171.32	26.1%	rates include 21-day absence factor so billing is limited to 344 days per year
Residential Habilitation, Licensed Homes, Tier 2	Day	T2016-UC	\$183.66	\$229.99	25.2%	T2033-UC	\$188.62	\$236.74	25.5%	
Residential Habilitation, Licensed Homes, Tier 3	Day	T2016-UD	\$229.12	\$286.39	25.0%	T2033-UD	\$234.08	\$293.14	25.2%	
Residential Habilitation - Adult Foster Homes, Tier 1	Day	S5140-U4	\$117.32	\$161.54	37.7%	S5140-U1	\$120.64	\$161.54	33.9%	rates are standardized across islands
Residential Habilitation - Adult Foster Homes, Tier 2	Day	S5140-U5	\$159.04	\$195.46	22.9%	S5140-U2	\$164.17	\$195.46	19.1%	rates include 21-day absence factor so billing is limited to 344 days per year
Residential Habilitation - Adult Foster Homes, Tier 3	Day	S5140-U6	\$185.15	\$229.38	23.9%	S5140-U3	\$185.94	\$229.38	23.4%	
Therapeutic Living Program	Day	T2016-UA	\$642.32	\$777.57	21.1%	T2033-UA	\$648.93	\$786.56	21.2%	rates include 21-day absence factor so billing is limited to 344 days per year
Additional Residential Supports	15 min.	T1004	\$7.60	\$9.46	24.5%	99600	\$7.85	\$9.77	24.5%	
Adult Day Health, Tier 1	15 min.	H2032-U1	\$3.75	\$4.66	24.3%	S5100-U1	\$4.19	\$5.32	27.0%	
Adult Day Health, Tier 2	15 min.	H2032-U2	\$4.61	\$5.70	23.6%	S5100-U2	\$5.14	\$6.46	25.7%	
Adult Day Health, Tier 3	15 min.	H2032-U3	\$5.47	\$6.72	22.9%	S5100-U3	\$6.08	\$7.60	25.0%	
Adult Day Health, 1:1	15 min.	H2032-U4	\$10.10	\$12.21	20.9%	S5100-U4	\$11.15	\$13.54	21.4%	
Adult Day Health, Registered Behavior Technician, 1:1	15 min.	H2032-U5	\$15.00	\$21.19	41.3%	S5100-U5	\$17.37	\$24.30	39.9%	rates are based on the 'Low' scenario rates developed by Med-QUEST in 2023 adjusted for lower productivity in the community, and further increased for the Other Islands based on the ratio for 1:1 PAB services
Community Learning Service, Group, Tier 1	15 min.	H2021-U1	\$5.39	\$6.57	21.9%	T2021-U1	\$6.13	\$7.55	23.2%	
Community Learning Service, Group, Tier 2	15 min.	H2021-U2	\$7.06	\$8.58	21.5%	T2021-U2	\$7.96	\$9.76	22.6%	
Community Learning Service, Group, Tier 3	15 min.	H2021-U3	\$8.71	\$10.57	21.4%	T2021-U3	\$9.77	\$11.93	22.1%	

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**Comparison of Current and Proposed Rates**

Service	Unit	Oahu				Other Islands <sup>1</sup>				Notes
		Svc. Code	Current Rate	Proposed Rate	Pct. Change	Svc. Code	Current Rate	Proposed Rate	Pct. Change	
Community Learning Service, 1:1	15 min.	H2021-U4	\$10.53	\$12.78	21.4%	T2021-U4	\$12.42	\$15.01	20.9%	
Community Learning Service, 1:2	15 min.	H2021-96	\$5.60	\$6.79	21.3%	T2021-96	\$6.50	\$7.79	19.8%	
Community Learning Service, 1:3	15 min.	H2021-59	\$4.03	\$4.91	21.8%	T2021-59	\$4.66	\$5.61	20.4%	
Community Learning Service, 2:1	15 min.	H2021-UN	\$18.85	\$22.76	20.7%	T2021-UN	\$21.41	\$25.81	20.6%	
Community Learning Service, 3:1	15 min.	H2021-UP	\$27.19	\$32.78	20.6%	T2021-UP	\$30.44	\$36.64	20.4%	
Community Learning Service, Registered Behavior Tech., 1:1	15 min.	H2021-U6	\$15.00	\$21.19	41.3%	T2021-U6	\$17.37	\$24.30	39.9%	rates are based on the 'Low' scenario rates developed by Med-QUEST in 2023 adjusted for lower productivity in the community, and further increased for the Other Islands based on the ratio for 1:1 PAB services multi-staff rates assume additional staff are DSPs
Community Learning Service, Registered Behavior Tech., 2:1	15 min.	H2021-U7	\$20.97	\$30.64	46.1%	T2021-U7	\$23.87	\$31.45	31.8%	
Community Learning Service, Registered Behavior Tech., 3:1	15 min.	H2021-U8	\$26.94	\$40.09	48.8%	T2021-U8	\$30.36	\$41.71	37.4%	
Community Learning Service, Consumer-Directed, 1:1	15 min.	H2021-U5	\$6.30	\$7.57	20.2%	T2021-U5	\$6.57	\$7.89	20.1%	
Community Navigator	15 min.	G9012-SC	\$12.71	\$15.06	18.5%	G9012	\$13.80	\$16.34	18.4%	
Community Navigator, Telehealth	15 min.	G9012-GT	\$11.94	\$14.15	18.5%	G9012-95	\$11.94	\$14.15	18.5%	
Discovery and Career Planning	15 min.	T2015-U2	\$13.88	\$15.92	14.7%	T2015-U1	\$16.04	\$18.42	14.8%	
Discovery and Career Planning, Telehealth	15 min.	T2015-GT	\$12.44	\$14.27	14.7%	T2015-GT	\$12.44	\$14.27	14.7%	
Benefits Planning	15 min.	S9445-U2	\$15.19	\$17.20	13.2%	S9445-U1	\$16.07	\$18.21	13.3%	
Benefits Planning, Telehealth	15 min.	S9445-GT	\$14.43	\$16.34	13.2%	S9445-GT	\$14.43	\$16.34	13.2%	
Individual Employment Support, Job Development	15 min.	T2019-U2	\$13.26	\$15.21	14.7%	T2019-U1	\$14.07	\$16.15	14.8%	
Individual Employment Support, Job Development, Telehealth	15 min.	T2019-U4	\$12.65	\$14.50	14.6%	T2019-U3	\$12.65	\$14.50	14.6%	
Individual Employment Support, Job Coaching	15 min.	H2025-U2	\$12.31	\$14.32	16.3%	H2025-U1	\$14.25	\$16.58	16.4%	
Individual Employment Support, Job Coaching, Telehealth	15 min.	H2025-U4	\$10.98	\$12.77	16.3%	H2025-U3	\$10.98	\$12.77	16.3%	
Respite, Hourly, 1:1	15 min.	S5150	\$8.54	\$11.04	29.3%	T1005-U1	\$8.82	\$11.39	29.1%	
Respite, Hourly, 1:2	15 min.	S5150-UN	\$4.59	\$5.95	29.6%	T1005-UN	\$4.74	\$6.13	29.3%	
Respite, Hourly, 1:3	15 min.	S5150-UP	\$3.27	\$4.25	30.0%	T1005-UP	\$3.37	\$4.37	29.7%	
Respite, Daily, 1:1	15 min.	T1002-22	\$142.60	\$161.54	13.3%	T1002-22	\$142.60	\$161.54	13.3%	rates are tied to Tier 1 rates for Adult Foster Homes (only for service in licensed or certified homes; all other Respite to be billed at the 15-minute rate)
Respite, Hourly, Consumer-Directed, 1:1	15 min.	S5150-UA	\$5.61	\$7.30	30.1%	T1005-UA	\$5.61	\$7.30	30.1%	
Nursing Respite, Registered Nurse, 1:1	15 min.	T1002-U8	\$21.77	\$28.00	28.6%	T1002-U2	\$22.28	\$28.63	28.5%	
Nursing Respite, Registered Nurse, 1:2	15 min.	T1002-U9	\$11.20	\$14.42	28.8%	T1002-U3	\$11.46	\$14.75	28.7%	
Nursing Respite, Registered Nurse, 1:3	15 min.	T1002-UA	\$7.68	\$9.90	28.9%	T1002-U4	\$7.86	\$10.12	28.8%	

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Service	Unit	Oahu				Other Islands <sup>1</sup>				Notes
		Svc. Code	Current Rate	Proposed Rate	Pct. Change	Svc. Code	Current Rate	Proposed Rate	Pct. Change	
Nursing Respite, Licensed Practical Nurse, 1:1	15 min.	T1002-UB	\$11.38	\$15.07	32.4%	T1002-U5	\$11.79	\$15.61	32.4%	
Nursing Respite, Licensed Practical Nurse, 1:2	15 min.	T1002-UC	\$6.02	\$7.98	32.6%	T1002-U6	\$6.23	\$8.25	32.4%	
Nursing Respite, Licensed Practical Nurse, 1:3	15 min.	T1002-UD	\$4.23	\$5.61	32.6%	T1002-U7	\$4.38	\$5.80	32.4%	
Chore	15 min.	S5120-U2	\$8.41	\$9.35	11.2%	S5120-U1	\$9.34	\$10.40	11.3%	
Chore, Consumer-Directed	15 min.	S5120-U4	\$6.07	\$6.72	10.7%	S5120-U3	\$6.07	\$6.72	10.7%	
Non-Medical Transportation	Mile	S0215-U2	\$1.90	\$2.26	18.9%	S0215-U1	\$2.14	\$2.55	19.2%	
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-U4	\$1.41	\$1.67	18.4%	S0215-U3	\$1.60	\$1.90	18.8%	
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-U5	\$23.74	\$30.50	28.5%	T1000-U1	\$26.44	\$33.90	28.2%	
Private Duty Nursing, Registered Nurse, 1:2	15 min.	T1000-U6	\$12.22	\$15.71	28.6%	T1000-U2	\$13.59	\$17.44	28.3%	
Private Duty Nursing, Licensed Practical Nurse, 1:1	15 min.	T1000-U7	\$12.71	\$16.80	32.2%	T1000-U3	\$14.43	\$18.96	31.4%	
Private Duty Nursing, Licensed Practical Nurse, 1:2	15 min.	T1000-U8	\$6.71	\$8.88	32.3%	T1000-U4	\$7.60	\$10.00	31.6%	
Training and Consultation, Dietician	Hour	98960-AE	\$65.61	\$80.20	22.2%	S5111-AE	\$78.09	\$95.21	21.9%	
Training and Consultation, Dietician, Interisland	Hour	98960-U4	\$180.26	\$211.00	17.1%	98960-U4	\$180.26	\$211.00	17.1%	
Training and Consultation, Psychologist	Hour	98960-AH	\$87.78	\$125.41	42.9%	S5111-AH	\$103.14	\$146.33	41.9%	telehealth rates currently set equal to standard rates
Training and Consultation, Psychologist, Telehealth	Hour	98960-G0	\$87.78	\$125.41	42.9%	S5111-G0	\$103.14	\$146.33	41.9%	
Training and Consultation, Psychologist, Interisland	Hour	98960-U5	\$220.83	\$293.77	33.0%	98960-U5	\$220.83	\$293.77	33.0%	
Training and Consultation, Behavior Analyst	Hour	98960-HI	\$150.00	\$172.51	15.0%	S5111-HI	\$173.73	\$197.80	13.9%	rates are based on the 'Low' scenario rates developed by Med-QUEST in 2023 adjusted for lower productivity in the community, and further increased for the Other Islands based on the ratio for 1:1 PAB services
Training and Consultation, Behavior Analyst, Telehealth	Hour	98960-95	\$150.00	\$172.51	15.0%	S5111-95	\$173.73	\$196.81	13.3%	telehealth rates currently set equal to standard rates
Training and Consultation, Behavior Analyst, Interisland	Hour	98960-U6	\$220.83	\$293.77	33.0%	98960-U6	\$220.83	\$293.77	33.0%	rate is set equal to Psychologist rate
Training and Consultation, Assistant Behavior Analyst	Hour	98960-96	\$90.00	\$97.15	7.9%	S5111-96	\$104.24	\$111.39	6.9%	rates are based on the 'Low' scenario rates developed by Med-QUEST in 2023 adjusted for lower productivity in the community, and further increased for the Other Islands based on the ratio for 1:1 PAB services
Training and Consultation, Asst. Behavior Analyst, Interisland	Hour	98960-97	\$175.80	\$250.22	42.3%	98960-97	\$175.80	\$250.22	42.3%	

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**Comparison of Current and Proposed Rates**

Service	Unit	Oahu			Other Islands <sup>1</sup>			Notes		
		Svc. Code	Current Rate	Proposed Rate	Pct. Change	Svc. Code	Current Rate		Proposed Rate	Pct. Change
Training and Consultation, Speech Therapist	Hour	98960-GN	\$76.14	\$99.08	30.1%	S5111-GN	\$90.00	\$116.56	29.5%	
Training and Consultation, Speech Therapist, Interisland	Hour	98960-U7	\$199.54	\$245.56	23.1%	98960-U7	\$199.54	\$245.56	23.1%	rates also apply to T&C for Specialized Medical Equipment and Supplies (S5111-U1 on the Other Islands and 98960-U1 on Oahu). T&C for
Training and Consultation, Occupational Therapist	Hour	98960-GO	\$76.14	\$99.08	30.1%	S5111-GO	\$90.00	\$116.56	29.5%	
Training and Consultation, Occupational Therapist, Interisland	Hour	98960-U8	\$199.54	\$245.56	23.1%	98960-U8	\$199.54	\$245.56	23.1%	Environmental Accessibility Adaptations (S9129-U1 on the Other Islands and S9129-U2 on Oahu) rate continues to be tied to the legacy rate of \$89.68.
Training and Consultation, Physical Therapist	Hour	98960-GP	\$76.14	\$99.08	30.1%	S5111-GP	\$90.00	\$116.56	29.5%	
Training and Consultation, Physical Therapist, Interisland	Hour	98960-U9	\$199.54	\$245.56	23.1%	98960-U9	\$199.54	\$245.56	23.1%	
Training and Consultation, Registered Nurse	Hour	98960-TD	\$95.07	\$122.06	28.4%	S5111-TD	\$111.39	\$142.54	28.0%	telehealth rates currently set equal to standard rates
Training and Consultation, Registered Nurse, Telehealth	Hour	98960-GT	\$95.07	\$122.06	28.4%	S5111-GT	\$111.39	\$142.54	28.0%	
Training and Consultation, Registered Nurse, Interisland	Hour	98960-UD	\$234.19	\$287.64	22.8%	98960-UD	\$234.19	\$287.64	22.8%	
Training and Consultation, LCSW/ LMHC/ LMFT	Hour	98960-HO	\$46.43	\$59.88	29.0%	S5111-HO	\$56.40	\$72.23	28.1%	
Training and Consultation, LCSW/ LMHC/ LMFT, Interisland	Hour	98960-UC	\$145.32	\$173.79	19.6%	98960-UC	\$145.32	\$173.79	19.6%	
Training and Consultation, All Other Prof., Telehealth	Hour	98960-GQ	\$76.14	\$99.08	30.1%	S5111-GQ	\$90.00	\$116.56	29.5%	applies to all T&C other than RNs, behavior analysts and psychologists

<sup>1</sup>Maui, Kauai, and any other neighbor islands are currently billed at the rate that is now labeled Oahu.

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**Personal Assistance/ Habilitation, 1:1**

		<b>Oahu</b>	<b>Other Islands</b>	
	Unit of Service	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.5%	31.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.05	\$28.05	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	2.01	4.46	
	- 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	31.89	29.44	
	Productivity Factor	1.25	1.36	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$35.06</b>	<b>\$38.15</b>	
Mileage	- Number of Miles Traveled per Week	72	180	
	- Amount per Mile	\$0.670	\$0.670	
	Weekly Mileage Cost	\$48.24	\$120.60	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.51</b>	<b>\$4.10</b>	
Nursing Supports	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	
	- Number of DSWs per Nurse	50	50	
	<b>Weekly Nursing Support Staff Cost per Billable Hour</b>	<b>\$2.01</b>	<b>\$2.18</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.14</b>	<b>\$3.40</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.02</b>	<b>\$0.02</b>	
	Cost per Billable Hour Before Administration	\$41.74	\$47.85	
	- Administration Percent	10.0%	10.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$4.64</b>	<b>\$5.32</b>	
	Cost per Billable Hour Before General Excise Tax	\$46.38	\$53.17	
- General Excise Tax Rate	4.5%	4.5%		
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$2.19</b>	<b>\$2.51</b>	
	Total Cost per Billable Hour	\$48.57	\$55.68	
	<b>Rate per 15 Minutes</b>	<b>\$12.14</b>	<b>\$13.92</b>	



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**Personal Assistance/ Habilitation, Groups**

		1:2		1:3		
		Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.5%	31.5%	31.5%	31.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.05	\$28.05	\$28.05	\$28.05	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	2.01	4.46	2.01	4.46	
	- 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	31.89	29.44	31.45	29.00	
	Productivity Factor	1.25	1.36	1.27	1.38	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$35.06</b>	<b>\$38.15</b>	<b>\$35.62</b>	<b>\$38.71</b>	
Mileage	- Number of Miles Traveled per Week	72	180	72	180	
	- Amount per Mile	\$0.670	\$0.670	\$0.670	\$0.670	
	Weekly Mileage Cost	\$48.24	\$120.60	\$48.24	\$120.60	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.51</b>	<b>\$4.10</b>	<b>\$1.53</b>	<b>\$4.16</b>	
Nursing Supports	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	\$68.23	\$68.23	
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	17.5%	17.5%	
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	
	- Number of DSWs per Nurse	50	50	50	50	
<b>Weekly Nursing Support Staff Cost per Billable Hour</b>	<b>\$2.01</b>	<b>\$2.18</b>	<b>\$2.04</b>	<b>\$2.21</b>		
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$40.00	\$40.00	\$60.00	\$60.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$6.27</b>	<b>\$6.79</b>	<b>\$9.54</b>	<b>\$10.34</b>	
	- PPE / Infection Control Supplies Funding per Year	\$50.00	\$50.00	\$75.00	\$75.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.03</b>	<b>\$0.03</b>	<b>\$0.05</b>	<b>\$0.05</b>	
	Cost per Billable Hour Before Administration	\$44.88	\$51.25	\$48.78	\$55.47	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$4.99</b>	<b>\$5.69</b>	<b>\$5.42</b>	<b>\$6.16</b>	
	Cost per Billable Hour Before General Excise Tax	\$49.87	\$56.94	\$54.20	\$61.63	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$2.35</b>	<b>\$2.68</b>	<b>\$2.55</b>	<b>\$2.90</b>	
Total Cost per Billable Hour	\$52.22	\$59.62	\$56.75	\$64.53		
- Number of Participants	2	2	3	3		
<b>Rate per 15 Minutes</b>	<b>\$6.53</b>	<b>\$7.45</b>	<b>\$4.73</b>	<b>\$5.38</b>		

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

**Personal Assistance/ Habilitation, Multiple Staff**

		2:1		3:1		
		Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits - Primary Staff	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.5%	31.5%	31.5%	31.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.05	\$28.05	\$28.05	\$28.05	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	2.01	4.46	2.01	4.46	
	- 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	31.89	29.44	31.89	29.44	
	Productivity Factor	1.25	1.36	1.25	1.36	
<b>Primary Staff Cost After Productivity Adj. per Billable Hr.</b>	<b>\$35.06</b>	<b>\$38.15</b>	<b>\$35.06</b>	<b>\$38.15</b>		
Direct Support Professional Wages and Benefits - Additional Staff	- Direct Staff Hourly Wage	\$21.33	\$21.33	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.00	\$28.00	\$28.00	\$28.00	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	2.01	4.46	2.01	4.46	
	- 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	32.56	30.11	32.56	30.11	
	Productivity Factor	1.23	1.33	1.23	1.33	
	Staff Cost After Productivity Adj. per Billable Hour	\$34.44	\$37.24	\$34.44	\$37.24	
	Number of Additional Staff	1	1	2	2	
<b>Addl. Staff Cost After Productivity Adj. per Billable Hr.</b>	<b>\$34.44</b>	<b>\$37.24</b>	<b>\$68.88</b>	<b>\$74.48</b>		
Mileage	- Number of Miles Traveled per Week	72	180	72	180	
	- Amount per Mile	\$0.670	\$0.670	\$0.670	\$0.670	
	Weekly Mileage Cost	\$48.24	\$120.60	\$48.24	\$120.60	
	<b>Mileage Cost per Billable Hour (for Primary Staff)</b>	<b>\$1.51</b>	<b>\$4.10</b>	<b>\$1.51</b>	<b>\$4.10</b>	
Nursing Supports	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	\$68.23	\$68.23	
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	17.5%	17.5%	
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	
	- Number of DSWs per Nurse	50	50	50	50	
<b>Weekly Nursing Support Staff Cost per Billable Hour</b>	<b>\$1.97</b>	<b>\$2.13</b>	<b>\$1.97</b>	<b>\$2.13</b>		
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.14</b>	<b>\$3.40</b>	<b>\$3.14</b>	<b>\$3.40</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$25.00	\$25.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.01</b>	<b>\$0.01</b>	<b>\$0.01</b>	<b>\$0.01</b>	
	Cost per Billable Hour Before Administration	\$76.13	\$85.03	\$110.57	\$122.27	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$8.46</b>	<b>\$9.45</b>	<b>\$12.29</b>	<b>\$13.59</b>	
	Cost per Billable Hour Before General Excise Tax	\$84.59	\$94.48	\$122.86	\$135.86	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$3.99</b>	<b>\$4.45</b>	<b>\$5.79</b>	<b>\$6.40</b>	
Total Cost per Billable Hour	\$88.58	\$98.93	\$128.65	\$142.26		
<b>Rate per 15 Minutes</b>	<b>\$22.15</b>	<b>\$24.73</b>	<b>\$32.16</b>	<b>\$35.57</b>		

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

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

		Maximum Wage		
		Oahu	Other Islands	
	Unit of Service	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	
	- Employee Benefit Rate (w/o payroll taxes, as percent of wages)	9.5%	9.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.35	\$23.35	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Attending ISP Meetings	0.22	0.22	
	- Recordkeeping and Reporting	0.45	0.45	
	- Training	0.77	0.77	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	35.02	35.02	
	Productivity Factor	1.14	1.14	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$26.62</b>	<b>\$26.62</b>	
<b>Cost per Billable Hour Before Employer Taxes</b>		<b>\$26.62</b>	<b>\$26.62</b>	
Emp. Taxes	- Combined Employer Tax Rate	10.6%	10.6%	
	<b>Hourly Cost of Employer Taxes</b>	<b>\$2.82</b>	<b>\$2.82</b>	
Total Cost per Billable Hour		\$29.44	\$29.44	
<b>Rate per 15 Minutes</b>		<b>\$7.36</b>	<b>\$7.36</b>	

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

**Residential Habilitation, Licensed Homes**

		Tier 1		Tier 2		Tier 3		
		Oahu	Other Islands	Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		Day	Day	Day	Day	Day	Day	
Home Manager	- Home Manager Annual Salary	\$58,656.00	\$58,656.00	\$58,656.00	\$58,656.00	\$58,656.00	\$58,656.00	
	- Employee Benefit Rate (as a percent of wages)	35.9%	35.9%	35.9%	35.9%	35.9%	35.9%	
	Annual Cost of Home Manager Wages and Benefits	\$79,713.50	\$79,713.50	\$79,713.50	\$79,713.50	\$79,713.50	\$79,713.50	
	<b>Weekly Home Manager Cost per Participant</b>	<b>\$383.24</b>	<b>\$383.24</b>	<b>\$383.24</b>	<b>\$383.24</b>	<b>\$383.24</b>	<b>\$383.24</b>	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	\$21.33	\$21.33	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.3%	31.3%	31.3%	31.3%	31.3%	31.3%	
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$28.00	\$28.00	\$28.00	\$28.00	\$28.00	\$28.00	
	<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	\$31.98	\$31.98	\$31.98	\$31.98	\$31.98	\$31.98	
	<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	
	<b>Weekly Staff Cost per Participant</b>	<b>\$319.80</b>	<b>\$319.80</b>	<b>\$690.77</b>	<b>\$690.77</b>	<b>\$1,010.57</b>	<b>\$1,010.57</b>	
Mileage	<i>Depreciation Costs</i>							
	- Purchase Price	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	
	- 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	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	
	<i>Operating Costs</i>							
	Amount per Mile	\$0.370	\$0.370	\$0.370	\$0.370	\$0.370	\$0.370	
- Number of Miles per Week per Residence	120	300	120	300	120	300		
Allocated Miles per Participant per Week	30.0	75.0	30.0	75.0	30.0	75.0		
<b>Weekly Mileage Cost per Participant</b>	<b>\$25.50</b>	<b>\$63.75</b>	<b>\$25.50</b>	<b>\$63.75</b>	<b>\$25.50</b>	<b>\$63.75</b>		
Nursing Supports	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	\$68.23	\$68.23	\$68.23	\$68.23	
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	17.5%	17.5%	17.5%	17.5%	
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	
	- Number of Participants per Nurse	50	50	50	50	50	50	
<b>Weekly Nursing Support Staff Cost per Participant</b>	<b>\$64.14</b>	<b>\$64.14</b>	<b>\$64.14</b>	<b>\$64.14</b>	<b>\$64.14</b>	<b>\$64.14</b>		
Program Support, Administration, and Taxes	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Weekly Program Support Cost per Participant</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	<b>Weekly PPE/ Infection Control Cost per Participant</b>	<b>\$0.48</b>	<b>\$0.48</b>	<b>\$0.48</b>	<b>\$0.48</b>	<b>\$0.48</b>	<b>\$0.48</b>	
	Weekly Cost per Participant Before Administration	\$933.16	\$971.41	\$1,304.13	\$1,342.38	\$1,623.93	\$1,662.18	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	<b>Weekly Administration Cost per Participant</b>	<b>\$103.68</b>	<b>\$107.93</b>	<b>\$144.90</b>	<b>\$149.15</b>	<b>\$180.44</b>	<b>\$184.69</b>	
	Weekly Cost per Participant Before General Excise Tax	\$1,036.84	\$1,079.34	\$1,449.03	\$1,491.53	\$1,804.37	\$1,846.87	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	
<b>Weekly General Excise Tax Cost per Participant</b>	<b>\$48.86</b>	<b>\$50.86</b>	<b>\$68.28</b>	<b>\$70.28</b>	<b>\$85.02</b>	<b>\$87.03</b>		
Total Cost per Participant per Week	\$1,085.70	\$1,130.20	\$1,517.31	\$1,561.81	\$1,889.39	\$1,933.90		
<b>Rate per Day</b>	<b>\$155.10</b>	<b>\$161.46</b>	<b>\$216.76</b>	<b>\$223.12</b>	<b>\$269.91</b>	<b>\$276.27</b>		
<b>Rate per Day at 344 Days per Year</b>	<b>\$164.57</b>	<b>\$171.32</b>	<b>\$229.99</b>	<b>\$236.74</b>	<b>\$286.39</b>	<b>\$293.14</b>		

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

**Residential Habilitation - Adult Foster Homes**

		<b>Tier 1</b>	<b>Tier 2</b>	<b>Tier 3</b>
		<b>All Islands</b>	<b>All Islands</b>	<b>All Islands</b>
<b>Unit of Service</b>		<b>Day</b>	<b>Day</b>	<b>Day</b>
<b>Supervision and Oversight</b>	- Home Supervisor Hourly Wage	\$27.74	\$27.74	\$27.74
	- Employee Benefit Rate (as a percent of wages)	26.5%	26.5%	26.5%
	Annual Cost of Home Supervisor Wages and Benefits	\$72,989.49	\$72,989.49	\$72,989.49
	- Number of Homes Supervised	20	20	20
	Annual Supervision Costs per Home	\$3,649.47	\$3,649.47	\$3,649.47
	<b>Weekly Supervision Costs per Home per Participant*</b>	<b>\$35.09</b>	<b>\$35.09</b>	<b>\$35.09</b>
<b>Supervisor Mileage</b>	- Number of Miles Traveled per Year	10,000	10,000	10,000
	- Number of Miles per Home Supervised	500	500	500
	- Amount per Mile	\$0.670	\$0.670	\$0.670
	Annual Mileage Cost per Home	\$335.00	\$335.00	\$335.00
	<b>Weekly Mileage Cost per Home per Participant*</b>	<b>\$3.22</b>	<b>\$3.22</b>	<b>\$3.22</b>
<b>Home Payment</b>	Annual Payment per Participant	\$35,000.00	\$45,000.00	\$55,000.00
	<b>Weekly Payment per Home per Participant</b>	<b>\$673.08</b>	<b>\$865.38</b>	<b>\$1,057.69</b>
<b>Nursing Supports</b>	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	\$68.23
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	17.5%
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	\$3,206.81
	- Number of Participants per Nurse	50	50	50
	<b>Weekly Nursing Support Staff Cost per Participant</b>	<b>\$64.14</b>	<b>\$64.14</b>	<b>\$64.14</b>
<b>Program Support, Administration, and Taxes</b>	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00
	<b>Weekly Program Support Cost per Participant</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$25.00
	<b>Weekly PPE/ Infection Control Cost per Participant</b>	<b>\$0.48</b>	<b>\$0.48</b>	<b>\$0.48</b>
	Weekly Cost per Participant Before Administration	\$916.01	\$1,108.31	\$1,300.62
	- Administration Percent	10.0%	10.0%	10.0%
	<b>Weekly Administration Cost per Participant</b>	<b>\$101.78</b>	<b>\$123.15</b>	<b>\$144.51</b>
	Weekly Cost per Participant Before General Excise Tax	\$1,017.79	\$1,231.46	\$1,445.13
- General Excise Tax Rate	4.5%	4.5%	4.5%	
	<b>Weekly General Excise Tax Cost per Participant</b>	<b>\$47.96</b>	<b>\$58.03</b>	<b>\$68.10</b>
	Total Cost per Participant per Week	\$1,065.75	\$1,289.49	\$1,513.23
	<b>Rate per Day</b>	<b>\$152.25</b>	<b>\$184.21</b>	<b>\$216.18</b>
	<b>Rate per Day at 344 Days per Year</b>	<b>\$161.54</b>	<b>\$195.46</b>	<b>\$229.38</b>

\* Costs assume two participants per home.

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

**Residential Habilitation - Therapeutic Living Program**

		Oahu	Other Islands	
Unit of Service		Day	Day	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$22.96	\$22.96	
	- Employee Benefit Rate (as a percent of wages)	30.2%	30.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.90	\$29.90	
	<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	\$34.15	\$34.15	
	<i>Staffing</i>			
	- Allocated Staff Hrs. per Participant per Wk. (Appendix D)	124.0	124.0	
	<b>Weekly Staff Cost per Participant</b>	<b>\$4,234.60</b>	<b>\$4,234.60</b>	
Mileage	<i>Depreciation Costs</i>			
	- Purchase Price	\$60,000	\$60,000	
	- Salvage Value	20%	20%	
	- Useful Life (Miles)	100,000	100,000	
	Depreciation Cost per Mile	\$0.48	\$0.48	
	<i>Operating Costs</i>			
	Amount per Mile	\$0.370	\$0.370	
- Allocated Miles per Participant per Week	40.0	100.0		
<b>Weekly Mileage Cost per Participant</b>	<b>\$34.00</b>	<b>\$85.00</b>		
Program Support, Administration, and Taxes	- Program Support Funding per Participant per Day	\$20.00	\$20.00	
	<b>Weekly Program Support Cost per Participant</b>	<b>\$140.00</b>	<b>\$140.00</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	
	<b>Weekly PPE / Infection Control Cost per Participant</b>	<b>\$0.48</b>	<b>\$0.48</b>	
	Weekly Cost per Participant Before Administration	\$4,409.08	\$4,460.08	
	- Administration Percent	10.0%	10.0%	
	<b>Weekly Administration Cost per Participant</b>	<b>\$489.90</b>	<b>\$495.56</b>	
	Weekly Cost per Participant Before General Excise Tax	\$4,898.98	\$4,955.64	
- General Excise Tax Rate	4.5%	4.5%		
<b>Weekly General Excise Tax Cost per Participant</b>	<b>\$230.84</b>	<b>\$233.51</b>		
Total Cost per Participant per Week	\$5,129.82	\$5,189.15		
<b>Rate per Day</b>	<b>\$732.83</b>	<b>\$741.31</b>		
<b>Rate per Day at 344 Days per Year</b>	<b>\$777.57</b>	<b>\$786.56</b>		

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

**Additional Residential Supports**

		<b>Oahu</b>	<b>Other Islands</b>
Unit of Service		15 Minutes	15 Minutes
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33
	- Employee Benefit Rate (as a percent of wages)	31.5%	31.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.05	\$28.05
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	0.54	1.12
	- 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	34.48	33.90
	Productivity Factor	1.16	1.18
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$32.54</b>	<b>\$33.10</b>
Mileage	- Number of Miles Traveled per Week	18	45
	- Amount per Mile	\$0.670	\$0.670
	Weekly Mileage Cost	\$12.06	\$30.15
	<b>Mileage Cost per Billable Hour</b>	<b>\$0.35</b>	<b>\$0.89</b>
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$10.00	\$10.00
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.45</b>	<b>\$1.47</b>
	Cost per Billable Hour Before Administration	\$34.34	\$35.46
	- Administration Percent	5.0%	5.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$1.81</b>	<b>\$1.87</b>
	Cost per Billable Hour Before General Excise Tax	\$36.15	\$37.33
- General Excise Tax Rate	4.5%	4.5%	
<b>General Excise Tax Cost per Billable Hour</b>		<b>\$1.70</b>	<b>\$1.76</b>
Total Cost per Billable Hour		\$37.85	\$39.09
<b>Rate per 15 Minutes</b>		<b>\$9.46</b>	<b>\$9.77</b>

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

**Adult Day Health**

		Tier 1		Tier 2		Tier 3		
		Oahu	Other Islands	Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	\$21.33	\$21.33	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.5%	31.5%	31.5%	31.5%	31.5%	31.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.05	\$28.05	\$28.05	\$28.05	\$28.05	\$28.05	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Transporting participants	1.78	4.46	1.78	4.46	1.78	4.46	
	- 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	29.89	27.21	30.12	27.44	30.34	27.66	
	Productivity Factor	1.34	1.47	1.33	1.46	1.32	1.45	
	Hourly Staff Cost per Billable Hour	\$37.59	\$41.23	\$37.31	\$40.95	\$37.03	\$40.67	
	<i>Staffing Ratio</i>							
	- Group Size (Participants per Direct Support Professional)	6.0	6.0	4.0	4.0	3.0	3.0	
- Participant Attendance Rate	85%	85%	85%	85%	85%	85%		
- Adjusted Weighted Avg. No. of Participants per Staff	5.10	5.10	3.40	3.40	2.55	2.55		
<b>Staff Cost per Participant per Billable Hour</b>	<b>\$7.37</b>	<b>\$8.08</b>	<b>\$10.97</b>	<b>\$12.04</b>	<b>\$14.52</b>	<b>\$15.95</b>		
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	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	
	- 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	\$0.480	\$0.480	\$0.480	\$0.480	\$0.480	\$0.480	
	<i>Operating Costs</i>							
	Amount per Mile	\$0.370	\$0.370	\$0.370	\$0.370	\$0.370	\$0.370	
	- Number of Miles Traveled per Vehicle per Week	100	250	100	250	100	250	
- Number of Participants per Vehicle	4.00	4.00	4.00	4.00	4.00	4.00		
Allocated Miles per Participant per Week	25.0	62.5	25.0	62.5	25.0	62.5		
Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,062.50	\$2,656.25	\$1,062.50	\$2,656.25	\$1,062.50	\$2,656.25		
<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$0.83</b>	<b>\$2.08</b>	<b>\$0.83</b>	<b>\$2.08</b>	<b>\$0.83</b>	<b>\$2.08</b>		
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	100	
	- Annual Cost per Square Foot	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	Annual Facility Cost per Participant	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.57</b>	<b>\$1.57</b>	<b>\$1.57</b>	<b>\$1.57</b>	<b>\$1.57</b>	<b>\$1.57</b>	
Supplies	- Cost of Supplies per Participant per Day	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	
	<b>Supply Cost per Participant per Billable Hour</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	
Nursing Supports	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	\$68.23	\$68.23	\$68.23	\$68.23	
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	17.5%	17.5%	17.5%	17.5%	
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	
	- Number of Participants per Nurse	50	50	50	50	50	50	
<b>Weekly Nursing Support Staff Cost per Billable Hour</b>	<b>\$2.62</b>	<b>\$2.62</b>	<b>\$2.62</b>	<b>\$2.62</b>	<b>\$2.62</b>	<b>\$2.62</b>		
Program Support, Admin., and Taxes	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Participant per Billable Hour</b>	<b>\$3.35</b>	<b>\$3.68</b>	<b>\$3.32</b>	<b>\$3.64</b>	<b>\$3.30</b>	<b>\$3.62</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.02</b>	
	Cost per Billable Hour Before Administration	\$16.01	\$18.30	\$19.58	\$22.22	\$23.11	\$26.11	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	<b>Administration Cost per Participant per Billable Hour</b>	<b>\$1.78</b>	<b>\$2.03</b>	<b>\$2.18</b>	<b>\$2.47</b>	<b>\$2.57</b>	<b>\$2.90</b>	
	Cost per Billable Hour Before General Excise Tax	\$17.79	\$20.33	\$21.76	\$24.69	\$25.68	\$29.01	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	
	<b>Weekly General Excise Tax Cost per Participant</b>	<b>\$0.84</b>	<b>\$0.96</b>	<b>\$1.03</b>	<b>\$1.16</b>	<b>\$1.21</b>	<b>\$1.37</b>	
Total Cost per Billable Hour	\$18.63	\$21.29	\$22.79	\$25.85	\$26.89	\$30.38		
<b>Rate per 15 Minutes</b>	<b>\$4.66</b>	<b>\$5.32</b>	<b>\$5.70</b>	<b>\$6.46</b>	<b>\$6.72</b>	<b>\$7.60</b>		



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

**Adult Day Health, 1:1**

		Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.5%	31.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.05	\$28.05	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Transporting participants	1.78	4.46	
	- Attending ISP Meetings	0.22	0.22	
	- Recordkeeping and Reporting	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.67	0.67	
	- Training	0.77	0.77	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	32.57	29.89	
Productivity Factor	1.23	1.34		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$34.50</b>	<b>\$37.59</b>	
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	\$60,000	\$60,000	
	- Salvage Value	20%	20%	
	- Useful Life (Miles)	100,000	100,000	
	Depreciation Cost per Mile	\$0.480	\$0.480	
	<i>Operating Costs</i>			
	Amount per Mile	\$0.370	\$0.370	
	- Number of Miles Traveled per Vehicle per Week	100	250	
	- Number of Participants per Vehicle	4.00	4.00	
	Allocated Miles per Participant per Week	25.0	62.5	
Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,062.50	\$2,656.25		
<b>Mileage Cost per Participant per Billable Hour</b>		<b>\$0.83</b>	<b>\$2.08</b>	
Facility	- Square Feet of Service Space per Participant	100	100	
	- Annual Cost per Square Foot	\$18.00	\$15.00	
	Annual Facility Cost per Participant	\$1,800.00	\$1,500.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.41</b>	<b>\$1.18</b>	
Supplies	- Cost of Supplies per Participant per Day	\$1.00	\$1.00	
	<b>Supply Cost per Participant per Billable Hour</b>	<b>\$0.17</b>	<b>\$0.17</b>	
Nursing Supports	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	
	- Number of DSPs per Nurse	50	50	
<b>Weekly Nursing Support Staff Cost per Billable Hour</b>		<b>\$1.97</b>	<b>\$2.15</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.07</b>	<b>\$3.35</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.01</b>	<b>\$0.02</b>	
	Cost per Billable Hour Before Administration	\$41.96	\$46.54	
	- Administration Percent	10.0%	10.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$4.66</b>	<b>\$5.17</b>	
	Cost per Billable Hour Before General Excise Tax	\$46.62	\$51.71	
	- General Excise Tax Rate	4.5%	4.5%	
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$2.20</b>	<b>\$2.44</b>	
Total Cost per Billable Hour		\$48.82	\$54.15	
<b>Rate per 15 Minutes</b>		<b>\$12.21</b>	<b>\$13.54</b>	

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

**Community Learning Service, Group**

		Tier 1		Tier 2		Tier 3		
		Oahu	Other Islands	Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	\$21.33	\$21.33	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.5%	31.5%	31.5%	31.5%	31.5%	31.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.05	\$28.05	\$28.05	\$28.05	\$28.05	\$28.05	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Transporting participants	1.78	4.46	1.78	4.46	1.78	4.46	
	- 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	31.68	29.00	31.68	29.00	31.68	29.00	
	Productivity Factor	1.26	1.38	1.26	1.38	1.26	1.38	
	Hourly Staff Cost per Billable Hour	\$35.34	\$38.71	\$35.34	\$38.71	\$35.34	\$38.71	
	<i>Staffing Ratio</i>							
	- Group Size (Participants per Direct Support Professional)	3.0	3.0	2.0	2.0	1.5	1.5	
- Participant Attendance Rate	85%	85%	85%	85%	85%	85%		
- Adjusted Weighted Avg. No. of Participants per Staff	2.55	2.55	1.70	1.70	1.28	1.28		
<b>Staff Cost per Participant per Billable Hour</b>	<b>\$13.86</b>	<b>\$15.18</b>	<b>\$20.79</b>	<b>\$22.77</b>	<b>\$27.61</b>	<b>\$30.24</b>		
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	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	
	- 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	\$0.480	\$0.480	\$0.480	\$0.480	\$0.480	\$0.480	
	<i>Operating Costs</i>							
	Amount per Mile	\$0.370	\$0.370	\$0.370	\$0.370	\$0.370	\$0.370	
	- Number of Miles Traveled per Vehicle per Week	160	400	160	400	160	400	
- Number of Participants per Vehicle	4.00	4.00	4.00	4.00	4.00	4.00		
Allocated Miles per Participant per Week	40.0	100.0	40.0	100.0	40.0	100.0		
Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,700.00	\$4,250.00	\$1,700.00	\$4,250.00	\$1,700.00	\$4,250.00		
<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$1.33</b>	<b>\$3.33</b>	<b>\$1.33</b>	<b>\$3.33</b>	<b>\$1.33</b>	<b>\$3.33</b>		
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	100	
	- Annual Cost per Square Foot	\$18.00	\$15.00	\$18.00	\$15.00	\$18.00	\$15.00	
	Annual Facility Cost per Participant	\$1,800.00	\$1,500.00	\$1,800.00	\$1,500.00	\$1,800.00	\$1,500.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.41</b>	<b>\$1.18</b>	<b>\$1.41</b>	<b>\$1.18</b>	<b>\$1.41</b>	<b>\$1.18</b>	
Supplies	- Cost of Supplies per Participant per Day	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	
	<b>Supply Cost per Participant per Billable Hour</b>	<b>\$0.17</b>	<b>\$0.17</b>	<b>\$0.17</b>	<b>\$0.17</b>	<b>\$0.17</b>	<b>\$0.17</b>	
Nursing Supports	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	\$68.23	\$68.23	\$68.23	\$68.23	
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	17.5%	17.5%	17.5%	17.5%	
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	
	- Number of Participants per Nurse	50	50	50	50	50	50	
<b>Weekly Nursing Support Staff Cost per Billable Hour</b>	<b>\$2.62</b>	<b>\$2.62</b>	<b>\$2.62</b>	<b>\$2.62</b>	<b>\$2.62</b>	<b>\$2.62</b>		
Program Support, Admin., and Taxes	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Participant per Billable Hour</b>	<b>\$3.16</b>	<b>\$3.45</b>	<b>\$3.16</b>	<b>\$3.45</b>	<b>\$3.16</b>	<b>\$3.45</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.02</b>	
	Cost per Billable Hour Before Administration	\$22.57	\$25.95	\$29.50	\$33.54	\$36.32	\$41.01	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	<b>Administration Cost per Participant per Billable Hour</b>	<b>\$2.51</b>	<b>\$2.88</b>	<b>\$3.28</b>	<b>\$3.73</b>	<b>\$4.04</b>	<b>\$4.56</b>	
	Cost per Billable Hour Before General Excise Tax	\$25.08	\$28.83	\$32.78	\$37.27	\$40.36	\$45.57	
- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%		
<b>Weekly General Excise Tax Cost per Participant</b>	<b>\$1.18</b>	<b>\$1.36</b>	<b>\$1.54</b>	<b>\$1.76</b>	<b>\$1.90</b>	<b>\$2.15</b>		
Total Cost per Billable Hour	\$26.26	\$30.19	\$34.32	\$39.03	\$42.26	\$47.72		
<b>Rate per 15 Minutes</b>	<b>\$6.57</b>	<b>\$7.55</b>	<b>\$8.58</b>	<b>\$9.76</b>	<b>\$10.57</b>	<b>\$11.93</b>		

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

**Community Learning Service, Individual**

		1:1		1:2		1:3		
		Oahu	Other Islands	Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	\$21.33	\$21.33	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.5%	31.5%	31.5%	31.5%	31.5%	31.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.05	\$28.05	\$28.05	\$28.05	\$28.05	\$28.05	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	2.01	4.46	2.01	4.46	2.01	4.46	
	- 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	31.00	28.55	31.00	28.55	30.56	28.11	
Productivity Factor	1.29	1.40	1.29	1.40	1.31	1.42		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$36.18</b>	<b>\$39.27</b>	<b>\$36.18</b>	<b>\$39.27</b>	<b>\$36.75</b>	<b>\$39.83</b>	
Mileage	- Number of Miles Traveled per Week	112	280	112	280	112	280	
	- Amount per Mile	\$0.670	\$0.670	\$0.535	\$0.535	\$0.535	\$0.535	
	Weekly Mileage Cost	\$75.04	\$187.60	\$59.92	\$149.80	\$59.92	\$149.80	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.42</b>	<b>\$6.57</b>	<b>\$1.93</b>	<b>\$5.25</b>	<b>\$1.96</b>	<b>\$5.33</b>	
Nursing Supports	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	\$68.23	\$68.23	\$68.23	\$68.23	
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	17.5%	17.5%	17.5%	17.5%	
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	
	- Number of DSPs per Nurse	50	50	50	50	50	50	
<b>Weekly Nursing Support Staff Cost per Billable Hour</b>		<b>\$2.07</b>	<b>\$2.25</b>	<b>\$2.07</b>	<b>\$2.25</b>	<b>\$2.10</b>	<b>\$2.28</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	\$40.00	\$40.00	\$60.00	\$60.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.23</b>	<b>\$3.50</b>	<b>\$6.45</b>	<b>\$7.01</b>	<b>\$9.82</b>	<b>\$10.67</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$50.00	\$50.00	\$75.00	\$75.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.03</b>	<b>\$0.03</b>	<b>\$0.05</b>	<b>\$0.05</b>	
	Cost per Billable Hour Before Administration	\$43.92	\$51.61	\$46.66	\$53.81	\$50.68	\$58.16	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$4.88</b>	<b>\$5.73</b>	<b>\$5.18</b>	<b>\$5.98</b>	<b>\$5.63</b>	<b>\$6.46</b>	
	Cost per Billable Hour Before General Excise Tax	\$48.80	\$57.34	\$51.84	\$59.79	\$56.31	\$64.62	
- General Excise Tax Rate	4.5%	4.5%	4.5%	4.0%	4.5%	4.0%		
<b>General Excise Tax Cost per Billable Hour</b>		<b>\$2.30</b>	<b>\$2.70</b>	<b>\$2.44</b>	<b>\$2.49</b>	<b>\$2.65</b>	<b>\$2.69</b>	
Total Cost per Billable Hour		\$51.10	\$60.04	\$54.28	\$62.28	\$58.96	\$67.31	
		1	1	2	2	3	3	
<b>Rate per 15 Minutes</b>		<b>\$12.78</b>	<b>\$15.01</b>	<b>\$6.79</b>	<b>\$7.79</b>	<b>\$4.91</b>	<b>\$5.61</b>	

**Proposed Rate Models for I/DD Waiver Services  
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**Community Learning Service, Multiple Staff**

		2:1		3:1		
		Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits - Primary Staff	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.5%	31.5%	31.5%	31.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.05	\$28.05	\$28.05	\$28.05	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	2.01	4.46	2.01	4.46	
	- 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	31.00	28.55	31.00	28.55	
	Productivity Factor	1.29	1.40	1.29	1.40	
	<b>Primary Staff Cost After Productivity Adj. per Billable Hr.</b>	<b>\$36.18</b>	<b>\$39.27</b>	<b>\$36.18</b>	<b>\$39.27</b>	
	Direct Support Professional Wages and Benefits - Additional Staff	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	\$21.33	\$21.33
- Employee Benefit Rate (as a percent of wages)		31.3%	31.3%	31.3%	31.3%	
Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$28.00	\$28.00	\$28.00	\$28.00	
<i>Productivity Adjustments</i>						
Total Hours		40.00	40.00	40.00	40.00	
- Travel Time (Between Participants)		2.01	4.46	2.01	4.46	
- 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		32.56	30.11	32.56	30.11	
Productivity Factor		1.23	1.33	1.23	1.33	
Staff Cost After Productivity Adj. per Billable Hour		\$34.44	\$37.24	\$34.44	\$37.24	
Number of Additional Staff	1	1	2	2		
<b>Addl. Staff Cost After Productivity Adj. per Billable Hr.</b>	<b>\$34.44</b>	<b>\$37.24</b>	<b>\$68.88</b>	<b>\$74.48</b>		
Mileage	- Number of Miles Traveled per Week	112	280	112	280	
	- Amount per Mile	\$0.670	\$0.670	\$0.670	\$0.670	
	Weekly Mileage Cost	\$75.04	\$187.60	\$75.04	\$187.60	
	<b>Mileage Cost per Billable Hour (for Primary Staff)</b>	<b>\$2.42</b>	<b>\$6.57</b>	<b>\$2.42</b>	<b>\$6.57</b>	
Nursing Supports	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	\$68.23	\$68.23	
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	17.5%	17.5%	
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	
	- Number of DSPs per Nurse	50	50	50	50	
<b>Weekly Nursing Support Staff Cost per Billable Hour</b>	<b>\$1.97</b>	<b>\$2.13</b>	<b>\$1.97</b>	<b>\$2.13</b>		
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.23</b>	<b>\$3.50</b>	<b>\$3.23</b>	<b>\$3.50</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$25.00	\$25.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.01</b>	<b>\$0.02</b>	<b>\$0.01</b>	<b>\$0.02</b>	
	Cost per Billable Hour Before Administration	\$78.25	\$88.73	\$112.69	\$125.97	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$8.69</b>	<b>\$9.86</b>	<b>\$12.52</b>	<b>\$14.00</b>	
	Cost per Billable Hour Before General Excise Tax	\$86.94	\$98.59	\$125.21	\$139.97	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
<b>General Excise Tax Cost per Billable Hour</b>	<b>\$4.10</b>	<b>\$4.65</b>	<b>\$5.90</b>	<b>\$6.60</b>		
Total Cost per Billable Hour	\$91.04	\$103.24	\$131.11	\$146.57		
<b>Rate per 15 Minutes</b>	<b>\$22.76</b>	<b>\$25.81</b>	<b>\$32.78</b>	<b>\$36.64</b>		

**Proposed Rate Models for I/DD Waiver Services  
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**Community Learning Service, 1:1, Consumer-Directed**

		<b>Maximum Wage</b>		
		<b>Oahu</b>	<b>Other Islands</b>	
	Unit of Service	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	
	- Employee Benefit Rate (w/o payroll taxes, as percent of wages)	9.5%	9.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.35	\$23.35	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Attending ISP Meetings	0.22	0.22	
	- Recordkeeping and Reporting	0.45	0.45	
	- Training	0.77	0.77	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	35.02	35.02	
Productivity Factor	1.14	1.14		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$26.62</b>	<b>\$26.62</b>	
Mileage	- Number of Miles Traveled per Week	40	100	
	- Amount per Mile	\$0.670	\$0.670	
	Weekly Mileage Cost	\$26.80	\$67.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$0.77</b>	<b>\$1.91</b>	
<b>Cost per Billable Hour Before Employer Taxes</b>		<b>\$27.39</b>	<b>\$28.53</b>	
Emp. Taxes	- Combined Employer Tax Rate	10.6%	10.6%	
	<b>Hourly Cost of Employer Taxes</b>	<b>\$2.90</b>	<b>\$3.02</b>	
Total Cost per Billable Hour		\$30.29	\$31.55	
<b>Rate per 15 Minutes</b>		<b>\$7.57</b>	<b>\$7.89</b>	

**Proposed Rate Models for I/DD Waiver Services  
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**Community Navigator**

		<b>Oahu</b>	<b>Other Islands</b>	<b>Telehealth</b>	
	Unit of Service	15 Minutes	15 Minutes	15 Minutes	
Community Navigator Wages and Benefits	- Community Navigator Hourly Wage	\$29.28	\$29.28	\$29.28	
	- Employee Benefit Rate (as a percent of wages)	26.5%	26.5%	26.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.03	\$37.03	\$37.03	
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time (Between Participants)	1.12	2.23	-	
	- 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	31.45	30.34	32.57	
	Productivity Adjustment	1.27	1.32	1.23	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$47.03</b>	<b>\$48.88</b>	<b>\$45.55</b>		
Mileage	- Number of Miles Traveled per Week	72	180	0	
	- Amount per Mile	\$0.670	\$0.670	\$0.670	
	Weekly Mileage Cost	\$48.24	\$120.60	\$0.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.53</b>	<b>\$3.97</b>	<b>\$0.00</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.18</b>	<b>\$3.30</b>	<b>\$3.07</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$25.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.01</b>	
	Cost per Billable Hour Before Administration	\$51.76	\$56.17	\$48.63	
	- Administration Percent	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$5.75</b>	<b>\$6.24</b>	<b>\$5.40</b>	
	Cost per Billable Hour Before General Excise Tax	\$57.51	\$62.41	\$54.03	
- General Excise Tax Rate	4.5%	4.5%	4.5%		
<b>General Excise Tax Cost per Billable Hour</b>	<b>\$2.71</b>	<b>\$2.94</b>	<b>\$2.55</b>		
Total Cost per Billable Hour	\$60.22	\$65.35	\$56.58		
<b>Rate per 15 Minutes</b>	<b>\$15.06</b>	<b>\$16.34</b>	<b>\$14.15</b>		

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**Discovery and Career Planning**

		Oahu	Other Islands	Telehealth
Unit of Service		15 Minutes	15 Minutes	15 Minutes
Discovery and Career Planning Staff Wages and Benefits	- Discovery and Career Planning Staff Hourly Wage	\$30.16	\$30.16	\$30.16
	- Employee Benefit Rate (as a percent of wages)	26.1%	26.1%	26.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$38.03	\$38.03	\$38.03
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time (Between Participants)	2.01	4.46	-
	- Program Development	1.34	1.34	1.34
	- 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	31.00	28.55	33.01
	Productivity Adjustment	1.29	1.40	1.21
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$49.06</b>	<b>\$53.24</b>	<b>\$46.02</b>	
Mileage	- Number of Miles Traveled per Week	112	280	0
	- Amount per Mile	\$0.670	\$0.670	\$0.670
	Weekly Mileage Cost	\$75.04	\$187.60	\$0.00
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.42</b>	<b>\$6.57</b>	<b>\$0.00</b>
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.23</b>	<b>\$3.50</b>	<b>\$3.03</b>
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$25.00
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.01</b>
	Cost per Billable Hour Before Administration	\$54.73	\$63.33	\$49.06
	- Administration Percent	10.0%	10.0%	10.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$6.08</b>	<b>\$7.04</b>	<b>\$5.45</b>
	Cost per Billable Hour Before General Excise Tax	\$60.81	\$70.37	\$54.51
- General Excise Tax Rate	4.5%	4.5%	4.5%	
<b>General Excise Tax Cost per Billable Hour</b>	<b>\$2.87</b>	<b>\$3.32</b>	<b>\$2.57</b>	
Total Cost per Billable Hour	\$63.68	\$73.69	\$57.08	
<b>Rate per 15 Minutes</b>	<b>\$15.92</b>	<b>\$18.42</b>	<b>\$14.27</b>	

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**Benefits Planning**

		Oahu	Other Islands	Telehealth	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	
Benefits Planner Wages and Benefits	- Benefits Planner Hourly Wage	\$32.57	\$32.57	\$32.57	
	- Employee Benefit Rate (as a percent of wages)	24.9%	24.9%	24.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.68	\$40.68	\$40.68	
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time (Between Participants)	1.10	2.21	-	
	- Program Development	1.32	1.32	1.32	
	- Missed Appointments	0.44	0.44	0.44	
	- Recordkeeping and Reporting	2.21	2.21	2.21	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	
	- Training	1.15	1.15	1.15	
	- Paid Time Off	3.54	3.54	3.54	
	"Billable" Hours	29.58	28.47	30.68	
Productivity Adjustment	1.35	1.40	1.30		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$54.92</b>	<b>\$56.95</b>	<b>\$52.88</b>		
Mileage	- Number of Miles Traveled per Week	36	90	0	
	- Amount per Mile	\$0.670	\$0.670	\$0.670	
	Weekly Mileage Cost	\$24.12	\$60.30	\$0.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$0.82</b>	<b>\$2.12</b>	<b>\$0.00</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.38</b>	<b>\$3.51</b>	<b>\$3.26</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$25.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.02</b>	
	Cost per Billable Hour Before Administration	\$59.14	\$62.60	\$56.16	
	- Administration Percent	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$6.57</b>	<b>\$6.96</b>	<b>\$6.24</b>	
	Cost per Billable Hour Before General Excise Tax	\$65.71	\$69.56	\$62.40	
- General Excise Tax Rate	4.5%	4.5%	4.5%		
<b>General Excise Tax Cost per Billable Hour</b>	<b>\$3.10</b>	<b>\$3.28</b>	<b>\$2.94</b>		
Total Cost per Billable Hour	\$68.81	\$72.84	\$65.34		
<b>Rate per 15 Minutes</b>	<b>\$17.20</b>	<b>\$18.21</b>	<b>\$16.34</b>		



**Proposed Rate Models for I/DD Waiver Services  
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**Individual Employment Supports**

		Job Development			Job Coaching			
		Oahu	Other Islands	Telehealth	Oahu	Other Islands	Telehealth	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Employment Staff Wages and Benefits	- Employment Staff Hourly Wage	\$30.16	\$30.16	\$30.16	\$27.75	\$27.75	\$27.75	
	- Employee Benefit Rate (as a percent of wages)	26.1%	26.1%	26.1%	27.3%	27.3%	27.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$38.03	\$38.03	\$38.03	\$35.33	\$35.33	\$35.33	
	<i>Productivity Assumptions</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	1.12	2.23	-	2.01	4.46	-	
	- 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	31.45	30.34	32.57	32.34	29.89	34.35	
Productivity Adjustment	1.27	1.32	1.23	1.24	1.34	1.16		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$48.30</b>	<b>\$50.20</b>	<b>\$46.78</b>	<b>\$43.81</b>	<b>\$47.34</b>	<b>\$40.98</b>		
Mileage	- Number of Miles Traveled per Week	36	90	0	112	280	0	
	- Amount per Mile	\$0.670	\$0.670	\$0.670	\$0.670	\$0.670	\$0.670	
	Weekly Mileage Cost	\$24.12	\$60.30	\$0.00	\$75.04	\$187.60	\$0.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$0.77</b>	<b>\$1.99</b>	<b>\$0.00</b>	<b>\$2.32</b>	<b>\$6.28</b>	<b>\$0.00</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.18</b>	<b>\$3.30</b>	<b>\$3.07</b>	<b>\$3.09</b>	<b>\$3.35</b>	<b>\$2.91</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.02</b>	<b>\$0.02</b>	<b>\$0.01</b>	<b>\$0.01</b>	<b>\$0.02</b>	<b>\$0.01</b>	
	Cost per Billable Hour Before Administration	\$52.27	\$55.51	\$49.86	\$49.23	\$56.99	\$43.90	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$5.81</b>	<b>\$6.17</b>	<b>\$5.54</b>	<b>\$5.47</b>	<b>\$6.33</b>	<b>\$4.88</b>	
	Cost per Billable Hour Before General Excise Tax	\$58.08	\$61.68	\$55.40	\$54.70	\$63.32	\$48.78	
- 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>\$2.74</b>	<b>\$2.91</b>	<b>\$2.61</b>	<b>\$2.58</b>	<b>\$2.98</b>	<b>\$2.30</b>		
Total Cost per Billable Hour	\$60.82	\$64.59	\$58.01	\$57.28	\$66.30	\$51.08		
<b>Rate per 15 Minutes</b>	<b>\$15.21</b>	<b>\$16.15</b>	<b>\$14.50</b>	<b>\$14.32</b>	<b>\$16.58</b>	<b>\$12.77</b>		

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

**Respite, Hourly, 1:1**

		<b>Oahu</b>	<b>Other Islands</b>	
	Unit of Service	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.5%	31.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.05	\$28.05	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	0.54	1.13	
	- 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	34.33	33.74	
Productivity Factor	1.17	1.19		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$32.82</b>	<b>\$33.38</b>	
Mileage	- Number of Miles Traveled per Week	18	45	
	- Amount per Mile	\$0.670	\$0.670	
	Weekly Mileage Cost	\$12.06	\$30.15	
	<b>Mileage Cost per Billable Hour</b>	<b>\$0.35</b>	<b>\$0.89</b>	
Nursing Supports	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	
	- Number of DSWs per Nurse	50	50	
<b>Weekly Nursing Support Staff Cost per Billable Hour</b>		<b>\$1.87</b>	<b>\$1.90</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$2.91</b>	<b>\$2.96</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.01</b>	<b>\$0.01</b>	
	Cost per Billable Hour (Day) Before Admin. and Support	\$37.96	\$39.14	
	- Administration Percent	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$4.22</b>	<b>\$4.35</b>	
	Cost per Billable Hour Before General Excise Tax	\$42.18	\$43.49	
	- General Excise Tax Rate	4.5%	4.5%	
<b>General Excise Tax Cost per Billable Hour</b>		<b>\$1.99</b>	<b>\$2.05</b>	
Total Cost per Billable Hour		\$44.17	\$45.54	
<b>Rate per Participant per 15 Minutes</b>		<b>\$11.04</b>	<b>\$11.39</b>	

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

**Respite, Hourly, Groups**

		1:2		1:3		
		Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	\$21.33	\$21.33	
	- Employee Benefit Rate (as a percent of wages)	31.5%	31.5%	31.5%	31.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.05	\$28.05	\$28.05	\$28.05	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	0.54	1.13	0.54	1.13	
	- 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	34.33	33.74	34.33	33.74	
	Productivity Factor	1.17	1.19	1.17	1.19	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$32.82</b>	<b>\$33.38</b>	<b>\$32.82</b>	<b>\$33.38</b>	
	Mileage	- Number of Miles Traveled per Week	18	45	18	45
- Amount per Mile		\$0.670	\$0.670	\$0.670	\$0.670	
Weekly Mileage Cost		\$12.06	\$30.15	\$12.06	\$30.15	
<b>Mileage Cost per Billable Hour</b>		<b>\$0.35</b>	<b>\$0.89</b>	<b>\$0.35</b>	<b>\$0.89</b>	
Nursing Supports	- Nursing Support Staff Hourly Wage	\$68.23	\$68.23	\$68.23	\$68.23	
	- Nursing Support Staff Benefit Rate	17.5%	17.5%	17.5%	17.5%	
	Weekly Cost of Nursing Support	\$3,206.81	\$3,206.81	\$3,206.81	\$3,206.81	
	- Number of DSPs per Nurse	50	50	50	50	
<b>Weekly Nursing Support Staff Cost per Billable Hour</b>	<b>\$1.87</b>	<b>\$1.90</b>	<b>\$1.87</b>	<b>\$1.90</b>		
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$40.00	\$40.00	\$60.00	\$60.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$5.83</b>	<b>\$5.93</b>	<b>\$8.74</b>	<b>\$8.89</b>	
	- PPE / Infection Control Supplies Funding per Year	\$50.00	\$50.00	\$75.00	\$75.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.03</b>	<b>\$0.03</b>	<b>\$0.04</b>	<b>\$0.04</b>	
	Cost per Billable Hour (Day) Before Admin. and Support	\$40.90	\$42.13	\$43.82	\$45.10	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$4.54</b>	<b>\$4.68</b>	<b>\$4.87</b>	<b>\$5.01</b>	
	Cost per Billable Hour Before General Excise Tax	\$45.44	\$46.81	\$48.69	\$50.11	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$2.14</b>	<b>\$2.21</b>	<b>\$2.29</b>	<b>\$2.36</b>	
Total Cost per Billable Hour	\$47.58	\$49.02	\$50.98	\$52.47		
- Number of Participants	2	2	3	3		
<b>Rate per Participant per 15 Minutes</b>	<b>\$5.95</b>	<b>\$6.13</b>	<b>\$4.25</b>	<b>\$4.37</b>		

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

**Respite, Hourly, Consumer-Directed, 1:1**

		Maximum Wage		
		Oahu	Other Islands	
	Unit of Service	15 Minutes	15 Minutes	
Direct Support Professional Wages and Benefits	- Direct Support Professional Hourly Wage	\$21.33	\$21.33	
	- Employee Benefit Rate (w/o payroll taxes, as percent of wages)	9.5%	9.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.35	\$23.35	
	<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	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$26.39</b>	<b>\$26.39</b>	
	<b>Cost per Billable Hour Before Employer Taxes</b>	<b>\$26.39</b>	<b>\$26.39</b>	
Emp. Taxes	- Combined Employer Tax Rate	10.6%	10.6%	
	<b>Hourly Cost of Employer Taxes</b>	<b>\$2.80</b>	<b>\$2.80</b>	
	Total Cost per Billable Hour	\$29.19	\$29.19	
	<b>Rate per 15 Minutes</b>	<b>\$7.30</b>	<b>\$7.30</b>	

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

**Nursing Respite, Registered Nurse, 1:1**

		<b>Oahu</b>	<b>Other Islands</b>	
	Unit of Service	15 Minutes	15 Minutes	
Registered Nurse Wages and Benefits	- Registered Nurse Hourly Wage	\$68.23	\$68.23	
	- Employee Benefit Rate (as a percent of wages)	17.5%	17.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$80.17	\$80.17	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	0.54	1.13	
	- 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	34.56	33.97	
Productivity Factor	1.16	1.18		
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$93.00</b>	<b>\$94.60</b>	
Mileage	- Number of Miles Traveled per Week	18	45	
	- Amount per Mile	\$0.670	\$0.670	
	Weekly Mileage Cost	\$12.06	\$30.15	
	<b>Mileage Cost per Billable Hour</b>	<b>\$0.35</b>	<b>\$0.89</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$2.89</b>	<b>\$2.94</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.01</b>	<b>\$0.01</b>	
	Cost per Billable Hour (Day) Before Admin. and Support	\$96.25	\$98.44	
	- Administration Percent	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$10.69</b>	<b>\$10.94</b>	
	Cost per Billable Hour Before General Excise Tax	\$106.94	\$109.38	
- General Excise Tax Rate	4.5%	4.5%		
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$5.04</b>	<b>\$5.15</b>	
	Total Cost per Billable Hour	\$111.98	\$114.53	
	<b>Rate per Participant per 15 Minutes</b>	<b>\$28.00</b>	<b>\$28.63</b>	

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

**Nursing Respite, Registered Nurse, Groups**

		1:2		1:3		
		Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Registered Nurse Wages and Benefits	- Registered Nurse Hourly Wage	\$68.23	\$68.23	\$68.23	\$68.23	
	- Employee Benefit Rate (as a percent of wages)	17.5%	17.5%	17.5%	17.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$80.17	\$80.17	\$80.17	\$80.17	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	0.54	1.13	0.54	1.13	
	- 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	34.56	33.97	34.56	33.97	
	Productivity Factor	1.16	1.18	1.16	1.18	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$93.00</b>	<b>\$94.60</b>	<b>\$93.00</b>	<b>\$94.60</b>	
	Mileage	- Number of Miles Traveled per Week	18	45	18	45
- Amount per Mile		\$0.670	\$0.670	\$0.670	\$0.670	
Weekly Mileage Cost		\$12.06	\$30.15	\$12.06	\$30.15	
<b>Mileage Cost per Billable Hour</b>		<b>\$0.35</b>	<b>\$0.89</b>	<b>\$0.35</b>	<b>\$0.89</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$40.00	\$40.00	\$60.00	\$60.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$5.79</b>	<b>\$5.89</b>	<b>\$8.68</b>	<b>\$8.83</b>	
	- PPE / Infection Control Supplies Funding per Year	\$50.00	\$50.00	\$75.00	\$75.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.03</b>	<b>\$0.03</b>	<b>\$0.04</b>	<b>\$0.04</b>	
	Cost per Billable Hour (Day) Before Admin. and Support	\$99.17	\$101.41	\$102.07	\$104.36	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$11.02</b>	<b>\$11.27</b>	<b>\$11.34</b>	<b>\$11.60</b>	
	Cost per Billable Hour Before General Excise Tax	\$110.19	\$112.68	\$113.41	\$115.96	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$5.19</b>	<b>\$5.31</b>	<b>\$5.34</b>	<b>\$5.46</b>	
Total Cost per Billable Hour	\$115.38	\$117.99	\$118.75	\$121.42		
- Number of Participants	2	2	3	3		
<b>Rate per Participant per 15 Minutes</b>	<b>\$14.42</b>	<b>\$14.75</b>	<b>\$9.90</b>	<b>\$10.12</b>		

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

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

		Oahu	Other Islands
Unit of Service		15 Minutes	15 Minutes
Licensed Practical Nurse Wages and Benefits	- Licensed Practical Nurse Hourly Wage	\$32.27	\$32.27
	- Employee Benefit Rate (as a percent of wages)	25.1%	25.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.37	\$40.37
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	0.54	1.13
	- 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	33.21	32.62
Productivity Factor	1.20	1.23	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$48.44</b>	<b>\$49.66</b>
Mileage	- Number of Miles Traveled per Week	18	45
	- Amount per Mile	\$0.670	\$0.670
	Weekly Mileage Cost	\$12.06	\$30.15
	<b>Mileage Cost per Billable Hour</b>	<b>\$0.36</b>	<b>\$0.92</b>
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.01</b>	<b>\$3.07</b>
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.01</b>	<b>\$0.01</b>
	Cost per Billable Hour (Day) Before Admin. and Support	\$51.82	\$53.66
	- Administration Percent	10.0%	10.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$5.76</b>	<b>\$5.96</b>
	Cost per Billable Hour Before General Excise Tax	\$57.58	\$59.62
- General Excise Tax Rate	4.5%	4.5%	
<b>General Excise Tax Cost per Billable Hour</b>	<b>\$2.71</b>	<b>\$2.81</b>	
Total Cost per Billable Hour		\$60.29	\$62.43
<b>Rate per Participant per 15 Minutes</b>		<b>\$15.07</b>	<b>\$15.61</b>

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

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

		1:2		1:3		
		Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Licensed Practical Nurse Wages and Benefits	- Licensed Practical Nurse Hourly Wage	\$32.27	\$32.27	\$32.27	\$32.27	
	- Employee Benefit Rate (as a percent of wages)	25.1%	25.1%	25.1%	25.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.37	\$40.37	\$40.37	\$40.37	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	0.54	1.13	0.54	1.13	
	- 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	33.21	32.62	33.21	32.62	
	Productivity Factor	1.20	1.23	1.20	1.23	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$48.44</b>	<b>\$49.66</b>	<b>\$48.44</b>	<b>\$49.66</b>	
Mileage	- Number of Miles Traveled per Week	18	45	18	45	
	- Amount per Mile	\$0.670	\$0.670	\$0.670	\$0.670	
	Weekly Mileage Cost	\$12.06	\$30.15	\$12.06	\$30.15	
	<b>Mileage Cost per Billable Hour</b>	<b>\$0.36</b>	<b>\$0.92</b>	<b>\$0.36</b>	<b>\$0.92</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$40.00	\$40.00	\$60.00	\$60.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$6.02</b>	<b>\$6.13</b>	<b>\$9.03</b>	<b>\$9.20</b>	
	- PPE / Infection Control Supplies Funding per Year	\$50.00	\$50.00	\$75.00	\$75.00	
	<b>PPE / Infection Control Supplies Cost per Billable Hour</b>	<b>\$0.03</b>	<b>\$0.03</b>	<b>\$0.04</b>	<b>\$0.04</b>	
	Cost per Billable Hour (Day) Before Admin. and Support	\$54.85	\$56.74	\$57.87	\$59.82	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$6.09</b>	<b>\$6.30</b>	<b>\$6.43</b>	<b>\$6.65</b>	
	Cost per Billable Hour Before General Excise Tax	\$60.94	\$63.04	\$64.30	\$66.47	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$2.87</b>	<b>\$2.97</b>	<b>\$3.03</b>	<b>\$3.13</b>	
Total Cost per Billable Hour		\$63.81	\$66.01	\$67.33	\$69.60	
- Number of Participants	2	2	3	3		
<b>Rate per Participant per 15 Minutes</b>		<b>\$7.98</b>	<b>\$8.25</b>	<b>\$5.61</b>	<b>\$5.80</b>	



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

**Chore**

		<b>Oahu</b>	<b>Other Islands</b>
	Unit of Service	15 Minutes	15 Minutes
Chore Worker Wages and Benefits	- Chore Worker Hourly Wage	\$19.65	\$19.65
	- Employee Benefit Rate (as a percent of wages)	33.0%	33.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.13	\$26.13
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Time (Between Participants)	1.58	3.39
	- 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	33.67	31.86
Productivity Adjustment	1.19	1.26	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$31.09</b>	<b>\$32.92</b>
Mileage	- Number of Miles Traveled per Week	54	135
	- Amount per Mile	\$0.670	\$0.670
	Weekly Mileage Cost	\$36.18	\$90.45
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.07</b>	<b>\$2.84</b>
Administration and Taxes	Cost per Billable Hour Before Administration	\$32.16	\$35.76
	- Administration Percent	10.0%	10.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$3.57</b>	<b>\$3.97</b>
	Cost per Billable Hour Before General Excise Tax	\$35.73	\$39.73
	- General Excise Tax Rate	4.5%	4.5%
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$1.68</b>	<b>\$1.87</b>
	Total Cost per Billable Hour	\$37.41	\$41.60
	<b>Rate per 15 Minutes</b>	<b>\$9.35</b>	<b>\$10.40</b>

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

**Chore, Consumer-Directed**

		Maximum Wage		
		Oahu	Other Islands	
	Unit of Service	15 Minutes	15 Minutes	
Chore Worker Wages and Benefits	- Chore Worker Hourly Wage	\$19.65	\$19.65	
	- Employee Benefit Rate (w/o payroll taxes, as percent of wages)	10.3%	10.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.67	\$21.67	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	0.45	0.45	
	- Training	0.31	0.31	
	- Paid Time Off	3.54	3.54	
	"Billable" Hours	35.70	35.70	
	Productivity Factor	1.12	1.12	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$24.27</b>	<b>\$24.27</b>	
	<b>Cost per Billable Hour Before Employer Taxes</b>	<b>\$24.27</b>	<b>\$24.27</b>	
Emp. Taxes	- Combined Employer Tax Rate	10.8%	10.8%	
	<b>Hourly Cost of Employer Taxes</b>	<b>\$2.62</b>	<b>\$2.62</b>	
	Total Cost per Billable Hour	\$26.89	\$26.89	
	<b>Rate per 15 Minutes</b>	<b>\$6.72</b>	<b>\$6.72</b>	

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

**Non-Medical Transportation**

		<b>Oahu</b>	<b>Other Islands</b>	
Unit of Service		Mile	Mile	
Direct Support Staff Wages and Benefits	- Direct Support Professional Hourly Wage	\$19.60	\$19.60	
	- Employee Benefit Rate (as a percent of wages)	33.0%	33.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.07	\$26.07	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	5.85	10.80	
	- 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	28.34	23.39	
Productivity Factor	1.41	1.71		
<b>Weekly Staff Cost</b>		<b>\$1,041.74</b>	<b>\$1,042.72</b>	
Mileage	- Number of Miles Traveled per Week	1,200	1,350	
	- Amount per Mile	\$0.670	\$0.670	
	<b>Weekly Mileage Cost</b>	<b>\$804.00</b>	<b>\$904.50</b>	
	- Number of Billable Miles per Week	1,000	935	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	
	<b>Program Support Cost per Week (5 days)</b>	<b>\$100.00</b>	<b>\$100.00</b>	
	Cost per Week Before Administration	\$1,945.74	\$2,047.22	
	- Administration Percent	10.0%	10.0%	
	<b>Administrative Cost per Week</b>	<b>\$216.19</b>	<b>\$227.47</b>	
	Cost per Week Before General Excise Tax	\$2,161.93	\$2,274.69	
- General Excise Tax Rate	4.5%	4.5%		
<b>General Excise Tax Cost per Week</b>		<b>\$101.87</b>	<b>\$107.18</b>	
Total Cost per Week		\$2,263.80	\$2,381.87	
<b>Total Rate per Mile</b>		<b>\$2.26</b>	<b>\$2.55</b>	

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

**Non-Medical Transportation, Consumer-Directed**

		<b>Oahu</b>	<b>Other Islands</b>
	Unit of Service	Mile	Mile
Direct Support Staff Wages and Benefits	- Direct Support Professional Hourly Wage	\$19.60	\$19.60
	- Employee Benefit Rate (w/o payroll taxes, as percent of wages)	10.3%	10.3%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.62	\$21.62
	<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
	<b>Weekly Staff Cost</b>	<b>\$868.51</b>	<b>\$868.51</b>
Mileage	- Number of Miles Traveled per Week	1,200	1,350
	- Amount per Mile	\$0.670	\$0.670
	<b>Weekly Mileage Cost</b>	<b>\$804.00</b>	<b>\$904.50</b>
	- Number of Billable Miles per Week	1,000	935
	Total Cost per Week	\$1,672.51	\$1,773.01
	<b>Total Rate per Mile</b>	<b>\$1.67</b>	<b>\$1.90</b>

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

**Private Duty Nursing, Registered Nurse**

		1:1		1:2		
		Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Registered Nurse Wages and Benefits	- Registered Nurse Hourly Wage	\$68.23	\$68.23	\$68.23	\$68.23	
	- Employee Benefit Rate (as a percent of wages)	17.5%	17.5%	17.5%	17.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$80.17	\$80.17	\$80.17	\$80.17	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	2.03	4.50	2.03	4.50	
	- 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	31.94	29.47	31.94	29.47	
	Productivity Adjustment	1.25	1.36	1.25	1.36	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$100.21</b>	<b>\$109.03</b>	<b>\$100.21</b>	<b>\$109.03</b>		
Mileage	- Number of Miles Traveled per Week	72	180	72	180	
	- Amount per Mile	\$0.670	\$0.670	\$0.670	\$0.670	
	Weekly Mileage Cost	\$48.24	\$120.60	\$48.24	\$120.60	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.51</b>	<b>\$4.09</b>	<b>\$1.51</b>	<b>\$4.09</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	\$40.00	\$40.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.13</b>	<b>\$3.39</b>	<b>\$6.26</b>	<b>\$6.79</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$50.00	\$50.00	
	<b>PPE / Infection Control 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	\$104.87	\$116.53	\$108.01	\$119.94	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$11.65</b>	<b>\$12.95</b>	<b>\$12.00</b>	<b>\$13.33</b>	
	Cost per Billable Hour Before General Excise Tax	\$116.52	\$129.48	\$120.01	\$133.27	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$5.49</b>	<b>\$6.10</b>	<b>\$5.65</b>	<b>\$6.28</b>	
Total Cost per Billable Hour	\$122.01	\$135.58	\$125.66	\$139.55		
- Number of Participants	1	1	2	2		
<b>Rate per 15 Minutes</b>	<b>\$30.50</b>	<b>\$33.90</b>	<b>\$15.71</b>	<b>\$17.44</b>		

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

**Private Duty Nursing, Licensed Practical Nurse**

		1:1		1:2		
		Oahu	Other Islands	Oahu	Other Islands	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Licensed Practical Nurse Wages and Benefits	- Licensed Practical Nurse Hourly Wage	\$32.27	\$32.27	\$32.27	\$32.27	
	- Employee Benefit Rate (as a percent of wages)	25.1%	25.1%	25.1%	25.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.37	\$40.37	\$40.37	\$40.37	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	2.03	4.50	2.03	4.50	
	- 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	30.59	28.12	30.59	28.12	
	Productivity Adjustment	1.31	1.42	1.31	1.42	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$52.88</b>	<b>\$57.33</b>	<b>\$52.88</b>	<b>\$57.33</b>	
Mileage	- Number of Miles Traveled per Week	72	180	72	180	
	- Amount per Mile	\$0.670	\$0.670	\$0.670	\$0.670	
	Weekly Mileage Cost	\$48.24	\$120.60	\$48.24	\$120.60	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.58</b>	<b>\$4.29</b>	<b>\$1.58</b>	<b>\$4.29</b>	
Program Support, Administration, and Taxes	- Program Support Funding per Day	\$20.00	\$20.00	\$40.00	\$40.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.27</b>	<b>\$3.56</b>	<b>\$6.54</b>	<b>\$7.11</b>	
	- PPE / Infection Control Supplies Funding per Year	\$25.00	\$25.00	\$50.00	\$50.00	
	<b>PPE / Infection Control 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	\$57.75	\$65.20	\$61.03	\$68.76	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$6.42</b>	<b>\$7.24</b>	<b>\$6.78</b>	<b>\$7.64</b>	
	Cost per Billable Hour Before General Excise Tax	\$64.17	\$72.44	\$67.81	\$76.40	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
	<b>General Excise Tax Cost per Billable Hour</b>	<b>\$3.02</b>	<b>\$3.41</b>	<b>\$3.20</b>	<b>\$3.60</b>	
Total Cost per Billable Hour	\$67.19	\$75.85	\$71.01	\$80.00		
- Number of Participants	1	1	2	2		
<b>Rate per 15 Minutes</b>	<b>\$16.80</b>	<b>\$18.96</b>	<b>\$8.88</b>	<b>\$10.00</b>		

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

**Training and Consultation**

		Psychologist			Assistant Behavior Analyst	
		Oahu	Other Islands	Inter-island	Inter-island	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	
Licensed Staff Wages and Benefits	- Licensed Staff Hourly Wage	\$70.32	\$70.32	\$70.32	\$54.59	
	- Employee Benefit Rate (as a percent of wages)	17.3%	17.3%	17.3%	19.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$82.49	\$82.49	\$82.49	\$65.07	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	10.00	10.00	
	- Travel Time (Between Participants)	3.15	6.75	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	30.82	27.22	4.00	4.00	
	Productivity Factor	1.30	1.47	2.50	2.50	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$107.24</b>	<b>\$121.26</b>	<b>\$206.23</b>	<b>\$162.68</b>	
Mileage	- Number of Miles Traveled per Week	110	275			
	- Amount per Mile	\$0.670	\$0.670			
	Weekly Mileage Cost	\$73.70	\$184.25			
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.39</b>	<b>\$6.77</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	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.24</b>	<b>\$3.67</b>	<b>\$25.00</b>	<b>\$25.00</b>	
	Cost per Billable Hour Before Administration	\$112.87	\$131.70	\$281.23	\$237.68	
	- Administration Percent	10.0%	10.0%			
	<b>Administrative Cost per Billable Hour</b>	<b>\$12.54</b>	<b>\$14.63</b>	<b>\$12.54</b>	<b>\$12.54</b>	
	Cost per Billable Hour Before General Excise Tax	\$125.41	\$146.33	\$293.77	\$250.22	
	- General Excise Tax Rate	4.5%	4.5%	4.5%	4.5%	
<b>General Excise Tax Cost per Billable Hour</b>	<b>\$5.91</b>	<b>\$6.90</b>	<b>\$13.84</b>	<b>\$11.79</b>		
<b>Rate per Hour</b>		<b>\$125.41</b>	<b>\$146.33</b>	<b>\$293.77</b>	<b>\$250.22</b>	

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

**Training and Consultation**

		Occupational, Physical, Speech Therapist			Dietician			
		Oahu	Other Islands	Inter- island	Oahu	Other Islands	Inter- island	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Licensed Staff Wages and Benefits	- Licensed Staff Hourly Wage	\$53.86	\$53.86	\$53.86	\$42.06	\$42.06	\$42.06	
	- Employee Benefit Rate (as a percent of wages)	19.3%	19.3%	19.3%	21.7%	21.7%	21.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$64.26	\$64.26	\$64.26	\$51.19	\$51.19	\$51.19	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	10.00	40.00	40.00	10.00	
	- Travel Time (Between Participants)	3.15	6.75	4.65	3.15	6.75	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	30.82	27.22	4.00	30.82	27.22	4.00	
	Productivity Factor	1.30	1.47	2.50	1.30	1.47	2.50	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$83.54</b>	<b>\$94.46</b>	<b>\$160.65</b>	<b>\$66.55</b>	<b>\$75.25</b>	<b>\$127.98</b>	
Mileage	- Number of Miles Traveled per Week	110	275		110	275		
	- Amount per Mile	\$0.670	\$0.670		\$0.670	\$0.670		
	Weekly Mileage Cost	\$73.70	\$184.25		\$73.70	\$184.25		
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.39</b>	<b>\$6.77</b>		<b>\$2.39</b>	<b>\$6.77</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	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.24</b>	<b>\$3.67</b>	<b>\$25.00</b>	<b>\$3.24</b>	<b>\$3.67</b>	<b>\$25.00</b>	
	Cost per Billable Hour Before Administration	\$89.17	\$104.90	\$235.65	\$72.18	\$85.69	\$202.98	
	- Administration Percent	10.0%	10.0%		10.0%	10.0%		
	<b>Administrative Cost per Billable Hour</b>	<b>\$9.91</b>	<b>\$11.66</b>	<b>\$9.91</b>	<b>\$8.02</b>	<b>\$9.52</b>	<b>\$8.02</b>	
	Cost per Billable Hour Before General Excise Tax	\$99.08	\$116.56	\$245.56	\$80.20	\$95.21	\$211.00	
	- 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>\$4.67</b>	<b>\$5.49</b>	<b>\$11.57</b>	<b>\$3.78</b>	<b>\$4.49</b>	<b>\$9.94</b>		
<b>Rate per Hour</b>		<b>\$99.08</b>	<b>\$116.56</b>	<b>\$245.56</b>	<b>\$80.20</b>	<b>\$95.21</b>	<b>\$211.00</b>	



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

**Training and Consultation**

		Registered Nurse			LCSW/ LMHC/ LMFT			
		Oahu	Other Islands	Inter-island	Oahu	Other Islands	Inter-island	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Licensed Staff Wages and Benefits	- Licensed Staff Hourly Wage	\$68.23	\$68.23	\$68.23	\$29.34	\$29.34	\$29.34	
	- Employee Benefit Rate (as a percent of wages)	17.5%	17.5%	17.5%	26.5%	26.5%	26.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$80.17	\$80.17	\$80.17	\$37.12	\$37.12	\$37.12	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	10.00	40.00	40.00	10.00	
	- Travel Time (Between Participants)	3.15	6.75	4.65	3.15	6.75	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	30.82	27.22	4.00	30.82	27.22	4.00	
	Productivity Factor	1.30	1.47	2.50	1.30	1.47	2.50	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$104.22</b>	<b>\$117.85</b>	<b>\$200.43</b>	<b>\$48.26</b>	<b>\$54.57</b>	<b>\$92.80</b>	
Mileage	- Number of Miles Traveled per Week	110	275		110	275		
	- Amount per Mile	\$0.670	\$0.670		\$0.670	\$0.670		
	Weekly Mileage Cost	\$73.70	\$184.25		\$73.70	\$184.25		
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.39</b>	<b>\$6.77</b>		<b>\$2.39</b>	<b>\$6.77</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	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.24</b>	<b>\$3.67</b>	<b>\$25.00</b>	<b>\$3.24</b>	<b>\$3.67</b>	<b>\$25.00</b>	
	Cost per Billable Hour Before Administration	\$109.85	\$128.29	\$275.43	\$53.89	\$65.01	\$167.80	
	- Administration Percent	10.0%	10.0%		10.0%	10.0%		
	<b>Administrative Cost per Billable Hour</b>	<b>\$12.21</b>	<b>\$14.25</b>	<b>\$12.21</b>	<b>\$5.99</b>	<b>\$7.22</b>	<b>\$5.99</b>	
	Cost per Billable Hour Before General Excise Tax	\$122.06	\$142.54	\$287.64	\$59.88	\$72.23	\$173.79	
	- 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>\$5.75</b>	<b>\$6.72</b>	<b>\$13.55</b>	<b>\$2.82</b>	<b>\$3.40</b>	<b>\$8.19</b>		
<b>Rate per Hour</b>		<b>\$122.06</b>	<b>\$142.54</b>	<b>\$287.64</b>	<b>\$59.88</b>	<b>\$72.23</b>	<b>\$173.79</b>	

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

Appendices to Proposed Rate Models

- prepared for -

Developmental Disabilities Division  
Hawaii State Department of Health

- prepared by -

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

July 18, 2024

**Proposed 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 2023 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 Exp.	Typical on-the-job training
11-9151 Social and community service mgrs.	\$23.60	\$28.05	\$34.49	\$40.93	\$56.36	Bachelor's degree	< 5 years	None
19-3039 Psychologists, all other	\$24.56	\$49.70	\$64.02	\$77.27	\$84.48	Master's degree	None	Internship/residency
21-1012 Educational/ voc./ school counselors	\$22.29	\$27.17	\$29.65	\$38.01	\$42.26	Master's degree	None	None
21-1015 Rehabilitation counselors	\$17.45	\$17.87	\$20.88	\$21.23	\$27.24	Master's degree	None	None
21-1021 Child/ family/ school social workers	\$25.02	\$27.07	\$31.69	\$37.06	\$40.09	Bachelor's degree	None	None
21-1022 Healthcare social workers	\$22.75	\$26.00	\$36.77	\$43.18	\$46.92	Master's degree	None	Internship/residency
21-1023 Ment. health/ sub. abuse social work	\$22.22	\$23.16	\$26.71	\$34.59	\$38.35	Master's degree	None	Internship/residency
21-1093 Social and human service assistants	\$15.14	\$17.40	\$18.91	\$22.08	\$24.44	High school diploma or eq.	None	Short-term on-the-job training
21-1094 Community health workers	\$15.47	\$15.47	\$18.82	\$25.71	\$31.49	High school diploma or eq.	None	Short-term on-the-job training
25-2052 Special ed. teachers, kinder. & elem.	\$38.77	\$38.78	\$38.79	\$38.92	\$41.83	Bachelor's degree	None	None
25-2058 Special ed. teachers, sec. school	\$41.88	\$41.90	\$42.53	\$54.19	\$54.36	Bachelor's degree	None	None
25-9045 Teach. assistants, except postsec.	\$21.47	\$23.64	\$24.75	\$25.53	\$30.30	Some college, no degree	None	None
29-1031 Dietitians and nutritionists	\$28.39	\$31.11	\$38.29	\$44.70	\$48.19	Bachelor's degree	None	Internship/residency
29-1122 Occupational therapists	\$36.53	\$42.70	\$48.23	\$52.25	\$54.31	Master's degree	None	None
29-1123 Physical therapists	\$40.23	\$44.76	\$48.93	\$54.99	\$60.35	Doctoral or prof. degree	None	None
29-1127 Speech-language pathologists	\$39.07	\$42.72	\$49.95	\$53.31	\$60.75	Master's degree	None	Internship/residency
29-1141 Registered nurses	\$38.98	\$48.38	\$62.12	\$66.38	\$70.17	Bachelor's degree	None	None
29-2053 Psychiatric technicians	\$17.39	\$22.53	\$24.31	\$26.49	\$27.91	Postsecondary certificate	< 5 years	Short-term on-the-job training
29-2061 Lic. practical/ lic. vocational nurses	\$24.72	\$27.27	\$29.38	\$32.92	\$35.63	Postsecondary certificate	None	None
31-1120 Home health and personal care aides	\$13.94	\$14.28	\$17.26	\$18.14	\$20.01	High school diploma or eq.	None	Short-term on-the-job training
31-1131 Nursing assistants	\$17.58	\$18.53	\$21.19	\$23.53	\$26.09	Postsecondary certificate	None	None
31-1132 Orderlies	\$18.80	\$18.80	\$21.06	\$27.45	\$27.45	High school diploma or eq.	None	Short-term on-the-job training
31-2011 Occupational therapist assistants	\$16.30	\$22.16	\$29.66	\$34.58	\$52.16	Associate's degree	None	None
31-2021 Physical therapist assistants	\$25.14	\$25.16	\$27.74	\$32.59	\$35.17	Associate's degree	None	None
31-2022 Physical therapist aides	\$15.12	\$15.13	\$16.39	\$24.29	\$24.45	High school diploma or eq.	None	Short-term on-the-job training
31-9092 Medical assistants	\$18.16	\$20.48	\$22.56	\$25.74	\$28.07	Postsecondary certificate	None	None
37-2011 Janitors/ cleaners, except 37-2012	\$13.07	\$13.86	\$17.38	\$21.09	\$24.20	No formal educational cred.	None	Short-term on-the-job training
37-2012 Maids and housekeeping cleaners	\$17.63	\$21.46	\$23.57	\$27.50	\$28.66	No formal educational cred.	None	Short-term on-the-job training
39-9032 Recreation workers	\$16.55	\$16.55	\$16.55	\$16.76	\$20.87	High school diploma or eq.	None	Short-term on-the-job training
39-9041 Residential advisers	\$12.00	\$12.00	\$14.52	\$17.53	\$21.58	High school diploma or eq.	None	Short-term on-the-job training

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

**Proposed 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	\$12.00
Future minimum wage	\$16.00
'Tipping point' at which formula does not produce an increase	\$20.33

**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
\$12.00				\$16.00
\$12.01 - \$13.00	\$1.00	90%	\$0.90	\$16.01 - \$16.90
\$13.01 - \$14.00	\$1.00	80%	\$0.80	\$16.91 - \$17.70
\$14.01 - \$15.00	\$1.00	70%	\$0.70	\$17.71 - \$18.40
\$15.01 - \$16.00	\$1.00	60%	\$0.60	\$18.41 - \$19.00
\$16.01 - \$17.00	\$1.00	50%	\$0.50	\$19.01 - \$19.50
\$17.01 - \$18.00	\$1.00	40%	\$0.40	\$19.50 - \$19.90
\$18.01 - \$19.00	\$1.00	30%	\$0.30	\$19.90 - \$20.20
\$19.01 - \$20.00	\$1.00	20%	\$0.20	\$20.20 - \$20.40
\$20.01 - \$20.33	\$1.00	10%	\$0.10	\$20.40 - \$20.43

**Adjustment of Wage Inflation**

<b>Weighted Annual Average<sup>1</sup></b>	<b>3.70%</b>
BLS Dataset Month	May-23
Midpoint of Initial Year of Implementation	Jan-26
Number of Months Between BLS Dataset and Implementation Midpoint	31
<b>Total Inflation Factor</b>	<b>9.84%</b>

<sup>1</sup> Compound annual growth rate for net earnings in Hawaii for 2013 – 2023; Source: Bureau of Economic Analysis  
<https://apps.bea.gov/regional/bearfacts/action.cfm>

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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 2023 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.	\$25.92	\$30.81	\$37.88	\$44.96	\$61.91	Bachelor's degree	< 5 years	None
19-3039 Psychologists, all other	\$26.98	\$54.59	\$70.32	\$84.87	\$92.79	Master's degree	None	Internship/residency
21-1012 Educational/ voc./ school counselors	\$24.48	\$29.84	\$32.57	\$41.75	\$46.42	Master's degree	None	None
21-1015 Rehabilitation counselors	\$19.68	\$19.85	\$22.93	\$23.32	\$29.92	Master's degree	None	None
21-1021 Child/ family/ school social workers	\$27.48	\$29.73	\$34.81	\$40.71	\$44.03	Bachelor's degree	None	None
21-1022 Healthcare social workers	\$24.99	\$28.56	\$40.39	\$47.43	\$51.54	Master's degree	None	Internship/residency
21-1023 Ment. health/ sub. abuse social work	\$24.41	\$25.44	\$29.34	\$37.99	\$42.12	Master's degree	None	Internship/residency
21-1093 Social and human service assistants	\$18.48	\$19.66	\$20.77	\$24.25	\$26.84	High school diploma or eq.	None	Short-term on-the-job training
21-1094 Community health workers	\$18.68	\$18.68	\$20.67	\$28.24	\$34.59	High school diploma or eq.	None	Short-term on-the-job training
25-2052 Special ed. teachers, kinder. & elem.	\$42.59	\$42.60	\$42.61	\$42.75	\$45.95	Bachelor's degree	None	None
25-2058 Special ed. teachers, sec. school	\$46.00	\$46.02	\$46.72	\$59.53	\$59.71	Bachelor's degree	None	None
25-9045 Teach. assistants, except postsec.	\$23.59	\$25.96	\$27.19	\$28.05	\$33.28	Some college, no degree	None	None
29-1031 Dietitians and nutritionists	\$31.18	\$34.17	\$42.06	\$49.10	\$52.93	Bachelor's degree	None	Internship/residency
29-1122 Occupational therapists	\$40.12	\$46.90	\$52.98	\$57.39	\$59.65	Master's degree	None	None
29-1123 Physical therapists	\$44.19	\$49.16	\$53.74	\$60.40	\$66.29	Doctoral or prof. degree	None	None
29-1127 Speech-language pathologists	\$42.91	\$46.92	\$54.87	\$58.56	\$66.73	Master's degree	None	Internship/residency
29-1141 Registered nurses	\$42.82	\$53.14	\$68.23	\$72.91	\$77.07	Bachelor's degree	None	None
29-2053 Psychiatric technicians	\$19.66	\$24.75	\$26.70	\$29.10	\$30.66	Postsecondary certificate	< 5 years	Short-term on-the-job training
29-2061 Lic. practical/ lic. vocational nurses	\$27.15	\$29.95	\$32.27	\$36.16	\$39.14	Postsecondary certificate	None	None
31-1120 Home health and personal care aides	\$17.65	\$17.90	\$19.60	\$19.94	\$21.98	High school diploma or eq.	None	Short-term on-the-job training
31-1131 Nursing assistants	\$19.73	\$20.35	\$23.28	\$25.85	\$28.66	Postsecondary certificate	None	None
31-1132 Orderlies	\$20.65	\$20.65	\$23.13	\$30.15	\$30.15	High school diploma or eq.	None	Short-term on-the-job training
31-2011 Occupational therapist assistants	\$19.15	\$24.34	\$32.58	\$37.98	\$57.29	Associate's degree	None	None
31-2021 Physical therapist assistants	\$27.61	\$27.64	\$30.47	\$35.80	\$38.63	Associate's degree	None	None
31-2022 Physical therapist aides	\$18.47	\$18.48	\$19.20	\$26.68	\$26.86	High school diploma or eq.	None	Short-term on-the-job training
31-9092 Medical assistants	\$19.95	\$22.50	\$24.78	\$28.27	\$30.83	Postsecondary certificate	None	None
37-2011 Janitors/ cleaners, except 37-2012	\$16.96	\$17.59	\$19.65	\$23.17	\$26.58	No formal educational cred.	None	Short-term on-the-job training
37-2012 Maids and housekeeping cleaners	\$19.75	\$23.57	\$25.89	\$30.21	\$31.48	No formal educational cred.	None	Short-term on-the-job training
39-9032 Recreation workers	\$19.28	\$19.28	\$19.28	\$19.38	\$22.92	High school diploma or eq.	None	Short-term on-the-job training
39-9041 Residential advisers	\$16.00	\$16.00	\$18.06	\$19.71	\$23.70	High school diploma or eq.	None	Short-term on-the-job training

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

**Proposed 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)**

BLS Code and Title		Personal Assistance/ Habilitation	Residential Habilitation, Licensed Homes	Residential Habilitation, Adult Foster Home Supervisors	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%
21-1015	Rehabilitation counselors								25%		25%	50%
21-1021	Child/ family/ school social workers			50%								
21-1022	Healthcare social workers											
21-1023	Ment. health/ sub. abuse social work											
21-1093	Social and human service assistants											
21-1094	Community health workers			50%				50%				
25-2052	Special ed. teachers, kinder. & elem.											
25-2058	Special ed. teachers, sec. school											
25-9045	Teach. assistants, except postsec.											
29-1031	Dietitians and nutritionists											
29-1122	Occupational therapists											
29-1123	Physical therapists											
29-1127	Speech-language pathologists											
29-1141	Registered nurses											
29-2053	Psychiatric technicians	25%	25%		50%	25%	25%					
29-2061	Lic. practical/ lic. vocational nurses											
31-1120	Home health and personal care aides	60%	60%		30%	60%	60%					
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%	15%		10%	15%	15%					
39-9041	Residential advisers				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>	<b>100%</b>	<b>100%</b>

**Proposed 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)**

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									
21-1015	Rehabilitation counselors									
21-1021	Child/ family/ school social workers									
21-1022	Healthcare social workers									
21-1023	Ment. health/ sub. abuse social work									100%
21-1093	Social and human service assistants									
21-1094	Community health workers									
25-2052	Special ed. teachers, kinder. & elem.									
25-2058	Special ed. teachers, sec. school									
25-9045	Teach. assistants, except postsec.									
29-1031	Dietitians and nutritionists							100%		
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	25%								
29-2061	Lic. practical/ lic. vocational nurses			100%						
31-1120	Home health and personal care aides	60%	100%							
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	15%								
39-9041	Residential advisers									
		<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>

**Proposed 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 Supervisors	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	\$18.40	\$18.40	\$23.08	\$18.65	\$18.40	\$18.40	\$22.30	\$23.28	\$24.48	\$23.28	\$22.08
25th Percentile	\$19.82	\$19.82	\$24.21	\$21.27	\$19.82	\$19.82	\$24.75	\$27.34	\$29.84	\$27.34	\$24.85
<b>50th Percentile (Median)</b>	<b>\$21.33</b>	<b>\$21.33</b>	<b>\$27.74</b>	<b>\$22.96</b>	<b>\$21.33</b>	<b>\$21.33</b>	<b>\$29.28</b>	<b>\$30.16</b>	<b>\$32.57</b>	<b>\$30.16</b>	<b>\$27.75</b>
75th Percentile	\$22.15	\$22.15	\$34.48	\$24.44	\$22.15	\$22.15	\$36.60	\$37.14	\$41.75	\$37.14	\$32.54
90th Percentile	\$24.29	\$24.29	\$39.31	\$26.59	\$24.29	\$24.29	\$48.25	\$42.30	\$46.42	\$42.30	\$38.17

<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.



**Proposed 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	\$18.40	\$16.96	\$17.65	\$42.82	\$27.15	\$26.98	\$26.98	\$42.42	\$31.18	\$42.82	\$24.41
25th Percentile	\$19.82	\$17.59	\$17.90	\$53.14	\$29.95	\$54.59	<b>\$54.59</b>	\$47.68	\$34.17	\$53.14	\$25.44
<b>50th Percentile (Median)</b>	<b>\$21.33</b>	<b>\$19.65</b>	<b>\$19.60</b>	<b>\$68.23</b>	<b>\$32.27</b>	<b>\$70.32</b>	\$70.32	<b>\$53.86</b>	<b>\$42.06</b>	<b>\$68.23</b>	<b>\$29.34</b>
75th Percentile	\$22.15	\$23.17	\$19.94	\$72.91	\$36.16	\$84.87	\$84.87	\$58.80	\$49.10	\$72.91	\$37.99
90th Percentile	\$24.29	\$26.58	\$21.98	\$77.07	\$39.14	\$92.79	\$92.79	\$64.24	\$52.93	\$77.07	\$42.12

<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.

**Proposed 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 <sup>1</sup>			Effective Benefit Level (Accounts for Participation) <sup>1</sup>		
BLS Data <sup>2</sup>	Rate Models	BLS Data <sup>2</sup>	Rate Models	BLS Data <sup>2</sup>	Rate Models	CD Rate Models	BLS Data <sup>2</sup>	Rate Models	CD Rate Models

**Mandatory Benefits**

FICA <sup>3</sup>	-	100%	-	100%	-	7.65%	-	7.65%	-
Federal UI <sup>4</sup>	-	100%	-	100%	-	0.60%	-	0.60%	-
State UI <sup>5</sup>	-	100%	-	100%	-	3.00%	-	3.00%	-
Employ. & Train. <sup>5</sup>	-	100%	-	100%	-	0.01%	-	0.01%	-
Workers' Comp.	-	100%	-	100%	-	3.00%	-	3.00%	-

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

Holidays	80%	100%	80%	100%	8.0	10.0	10.0	6.4	10.0	10.0
Vacation Leave	79%	100%	79%	100%	8.0	13.0	13.0	6.3	13.0	13.0
Sick Leave	94%	100%	94%	100%	6.0	13.0	13.0	5.6	13.0	13.0
<b>Total</b>	-	-	-	-	<b>22.0</b>	<b>23.0</b>	<b>23.0</b>	<b>18.3</b>	<b>23.0</b>	<b>23.0</b>

**Health Insurance<sup>7</sup>**

<b>All Coverages</b>	<b>76%</b>	<b>100%</b>	<b>58%</b>	<b>67.0%</b>			<b>\$0.00</b>	<b>\$554.50</b>	<b>\$0.00</b>
Employee Only				42.0%	\$531.63	\$575.00	\$0.00		
Employee + One				11.0%		\$1,000.00	\$0.00		
Family				14.0%	\$1,327.34	\$1,450.00	\$0.00		

**Other Benefits<sup>8</sup>**

	-	100%	-	100%	-	\$100.00	\$350.00	-	\$100.00	\$350.00
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Notes

<sup>1</sup>CD rate models do not include payroll taxes as these costs are added to the negotiated wage by the financial management service

<sup>2</sup>BLS' 2023 National Compensation Survey (<https://www.bls.gov/ebs/publications/employee-benefits-in-the-united-states-march-2023.htm>); data reported is for private employers in the Pacific geographic area

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

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

<sup>5</sup>Applies to first \$59,100 in wages in 2024 (<http://labor.hawaii.gov/ui/tax-rate-schedule-and-weekly-benefit-amount/>)

<sup>6</sup>BLS data for vacation and sick leave is based on national data (means) for employees with 1-5 years of experience (mean for those with 6-10 experience is 15 days of vacation and 7 days of sick leave). See <https://www.bls.gov/ebs/publications/employee-benefits-in-the-united-states-march-2023.htm>

<sup>7</sup>In addition to BLS data, other sources were considered.

- According to U.S. DHHS' 2022 Medical Expenditure Panel ([https://www.meps.ahrq.gov/data\\_files/publications/cb27/cb27.pdf](https://www.meps.ahrq.gov/data_files/publications/cb27/cb27.pdf)):

- The average premium for single coverage was \$613.92 per month with an employer contribution of \$533.33
- The average premium for employee plus-one coverage was \$1,207.17 per month with an employer contribution of \$934.50
- The average premium for family coverage was \$1,733.67 per month with an employer contribution \$1,322.75
- 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 Hawaii was \$469 in 2023 (<https://www.kff.org/affordable-care-act/state-indicator/average-marketplace-premiums-by-metal-tier/>)

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

**Proposed 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 <sup>1,2</sup>		Effective Benefit Rate - CD Model Assumptions <sup>1,2</sup>	
		w/ PTO	w/o PTO	w/ PTO	w/o PTO
\$16	\$33,280	46.2%	37.4%	21.4%	12.6%
\$17	\$35,360	44.8%	36.0%	20.7%	11.9%
\$18	\$37,440	43.6%	34.7%	20.0%	11.2%
\$19	\$39,520	42.5%	33.6%	19.4%	10.6%
\$20	\$41,600	41.5%	32.6%	18.9%	10.1%
\$21	\$43,680	40.6%	31.7%	18.4%	9.6%
\$22	\$45,760	39.7%	30.9%	18.0%	9.2%
\$23	\$47,840	39.0%	30.2%	17.6%	8.8%
\$24	\$49,920	38.3%	29.5%	17.2%	8.4%
\$25	\$52,000	37.7%	28.8%	16.9%	8.1%
\$26	\$54,080	37.1%	28.3%	16.6%	7.8%
\$27	\$56,160	36.5%	27.7%	16.3%	7.5%
\$28	\$58,240	36.0%	27.2%	16.0%	7.2%
\$29	\$60,320	35.5%	26.7%	15.8%	7.0%
\$30	\$62,400	35.0%	26.2%	15.6%	6.7%
\$31	\$64,480	34.5%	25.7%	15.3%	6.5%
\$32	\$66,560	34.0%	25.2%	15.1%	6.3%
\$33	\$68,640	33.6%	24.7%	14.9%	6.1%
\$34	\$70,720	33.2%	24.3%	14.8%	5.9%
\$35	\$72,800	32.8%	23.9%	14.6%	5.8%
\$36	\$74,880	32.4%	23.6%	14.4%	5.6%
\$37	\$76,960	32.0%	23.2%	14.3%	5.5%
\$38	\$79,040	31.7%	22.9%	14.1%	5.3%
\$39	\$81,120	31.4%	22.6%	14.0%	5.2%
\$40	\$83,200	31.1%	22.3%	13.9%	5.0%
\$41	\$85,280	30.8%	22.0%	13.7%	4.9%
\$42	\$87,360	30.5%	21.7%	13.6%	4.8%
\$43	\$89,440	30.3%	21.5%	13.5%	4.7%
\$44	\$91,520	30.0%	21.2%	13.4%	4.6%
\$45	\$93,600	29.8%	21.0%	13.3%	4.5%
\$46	\$95,680	29.6%	20.8%	13.2%	4.4%
\$47	\$97,760	29.4%	20.5%	13.1%	4.3%
\$48	\$99,840	29.2%	20.3%	13.0%	4.2%
\$49	\$101,920	29.0%	20.1%	12.9%	4.1%
\$50	\$104,000	28.8%	20.0%	12.9%	4.0%
\$55	\$114,400	27.9%	19.1%	12.5%	3.7%
\$60	\$124,800	27.2%	18.4%	12.2%	3.4%
\$65	\$135,200	26.6%	17.8%	11.9%	3.1%
\$70	\$145,600	26.1%	17.3%	11.7%	2.9%

<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

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

**Appendix C: Productivity Assumptions**

Personal Assistance/ Habilitation, 1:1, Oahu	Personal Assistance/ Habilitation, 1:1, Other Islands	Personal Assistance/ Habilitation, 1:2, Oahu	Personal Assistance/ Habilitation, 1:2, Other Islands	Personal Assistance/ Habilitation, 1:3, Oahu	Personal Assistance/ Habilitation, 1:3, Other Islands	Personal Assistance/ Habilitation, 2:1, Oahu	Personal Assistance/ Habilitation, 2:1, Other Islands	Personal Assistance/ Habilitation, 3:1, Oahu	Personal Assistance/ Habilitation, 3:1, Other Islands	Personal Assistance/ Habilitation, Consumer-Directed, 1:1, Oahu	Personal Assistance/ Habilitation, Consumer-Directed, 1:1, Other Islands	Residential Habilitation, All Tiers, All Islands	Residential Habilitation - Therapeutic Living Program, All Islands
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**'Typical Workweek'  
Without Training and PTO**

Direct services	35.75	33.00	35.75	33.00	35.25	32.50	35.75	33.00	35.75	33.00	39.25	39.25	39.25	39.25
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)	2.25	5.00	2.25	5.00	2.25	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	0.50	-	-	-	-
Record keeping 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	-	-
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
<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	31.89	29.44	31.89	29.44	31.45	29.00	31.89	29.44	31.89	29.44	35.02	35.02	35.02	35.02
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)	2.01	4.46	2.01	4.46	2.01	4.46	2.01	4.46	2.01	4.46	-	-	-	-
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	-	-	-	-
Record keeping 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	-	-
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	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>

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

**Appendix C: Productivity Assumptions**

Additional Residential Supports, Oahu	Additional Residential Supports, Other Islands	Adult Day Health, Tier 1, Oahu	Adult Day Health, Tier 1, Other Islands	Adult Day Health, Tier 2, Oahu	Adult Day Health, Tier 2, Other Islands	Adult Day Health, Tier 3, Oahu	Adult Day Health, Tier 3, Other Islands	Adult Day Health, 1:1, Oahu	Adult Day Health, 1:1, Other Islands	Community Learning Service, Group, Tier 1, Oahu	Community Learning Service, Group, Tier 1, Other Islands	Community Learning Service, Group, Tier 2, Oahu	Community Learning Service, Group, Tier 2, Other Islands
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**'Typical Workweek'  
Without Training and PTO**

Direct services	38.65	38.00	33.50	30.50	33.75	30.75	34.00	31.00	35.25	32.25	35.50	32.50	35.50	32.50
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	0.25	0.25
Travel time (between participants)	0.60	1.25	-	-	-	-	-	-	-	-	-	-	-	-
Transporting participants	-	-	2.00	5.00	2.00	5.00	2.00	5.00	2.00	5.00	2.00	5.00	2.00	5.00
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	1.00	1.00
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments recording and reporting	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	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	34.48	33.90	29.89	27.21	30.12	27.44	30.34	27.66	31.45	28.77	31.68	29.00	31.68	29.00
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	0.22	0.22
Travel time (between participants)	0.54	1.12	-	-	-	-	-	-	-	-	-	-	-	-
Transporting participants	-	-	1.78	4.46	1.78	4.46	1.78	4.46	1.78	4.46	1.78	4.46	1.78	4.46
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	0.89	0.89
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments recording and reporting	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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>

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

**Appendix C: Productivity Assumptions**

Community Learning Service, Group, Tier 3, Oahu	Community Learning Service, Group, Tier 3, Other Islands	Community Learning Service, 1:1, Oahu	Community Learning Service, 1:1, Other Islands	Community Learning Service, 1:2, Oahu	Community Learning Service, 1:2, Other Islands	Community Learning Service, 1:3, Oahu	Community Learning Service, 1:3, Other Islands	Community Learning Service, 2:1, Oahu	Community Learning Service, 2:1, Other Islands	Community Learning Service, 3:1, Oahu	Community Learning Service, 3:1, Other Islands	Community Learning Service, 1:1, Consumer-Directed, Oahu	Community Learning Service, 1:1, Consumer-Directed, Other Islands
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**'Typical Workweek'  
Without Training and PTO**

Direct services	35.50	32.50	34.75	32.00	34.75	32.00	34.25	31.50	34.75	32.00	34.75	32.00	39.25	39.25
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	0.25	0.25	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)	-	-	2.25	5.00	2.25	5.00	2.25	5.00	2.25	5.00	2.25	5.00	-	-
Transporting participants	2.00	5.00	-	-	-	-	-	-	-	-	-	-	-	-
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 recording and reporting	-	-	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	-	-
<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	31.68	29.00	31.00	28.55	31.00	28.55	30.56	28.11	31.00	28.55	31.00	28.55	35.02	35.02
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	0.22	0.22	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)	-	-	2.01	4.46	2.01	4.46	2.01	4.46	2.01	4.46	2.01	4.46	-	-
Transporting participants	1.78	4.46	-	-	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 recording 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	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>

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

**Appendix C: Productivity Assumptions**

Community Navigator, Oahu	Community Navigator, Other Islands	Community Navigator, Telehealth	Discovery and Career Planning, Oahu	Discovery and Career Planning, Other Islands	Discovery and Career Planning, Telehealth	Benefits Planning, Oahu	Benefits Planning, Other Islands	Benefits Planning, Telehealth	Individual Employment Supports, Job Development, Oahu	Individual Employment Supports, Job Development, Other Islands	Individual Employment Supports, Job Development, Telehealth	Individual Employment Supports, Job Coaching, Oahu	Individual Employment Supports, Job Coaching, Other Islands
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**'Typical Workweek'  
Without Training and PTO**

Direct services	35.25	34.00	36.50	34.75	32.00	37.00	33.50	32.25	34.75	35.25	34.00	36.50	36.25	33.50
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	0.25	0.25	0.25	0.25	0.25	0.25	-	-	-	0.25	0.25	0.25	0.25	0.25
Travel time (between participants)	1.25	2.50	-	2.25	5.00	-	1.25	2.50	-	1.25	2.50	-	2.25	5.00
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	1.50	2.00	2.00	2.00	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments recording and reporting	-	-	-	-	-	-	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	60.00	60.00	60.00	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	31.45	30.34	32.57	31.00	28.55	33.01	29.58	28.47	30.68	31.45	30.34	32.57	32.34	29.89
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	0.22	0.22	0.22	0.22	0.22	0.22	-	-	-	0.22	0.22	0.22	0.22	0.22
Travel time (between participants)	1.12	2.23	-	2.01	4.46	-	1.10	2.21	-	1.12	2.23	-	2.01	4.46
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	1.32	1.78	1.78	1.78	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments recording and reporting	-	-	-	-	-	-	0.44	0.44	0.44	-	-	-	-	-
Employer and one-on-one supervision time	0.67	0.67	0.67	0.67	0.67	0.67	0.66	0.66	0.66	0.67	0.67	0.67	0.67	0.67
Training	0.77	0.77	0.77	0.77	0.77	0.77	1.15	1.15	1.15	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>

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

**Appendix C: Productivity Assumptions**

Individual Employment Supports, Job Coaching, Telehealth	Respite, Hourly, 1:1, Oahu	Respite, Hourly, 1:1, Other Islands	Respite, Hourly, 1:2, Oahu	Respite, Hourly, 1:2, Other Islands	Respite, Hourly, 1:3, Oahu	Respite, Hourly, 1:3, Other Islands	Respite, Hourly, Consumer-Directed, 1:1, Oahu	Respite, Hourly, Consumer-Directed, 1:1, Other Islands	Nursing Respite, Registered Nurse, 1:1, Oahu	Nursing Respite, Registered Nurse, 1:1, Other Islands	Nursing Respite, Registered Nurse, 1:2, Oahu	Nursing Respite, Registered Nurse, 1:2, Other Islands	Nursing Respite, Registered Nurse, 1:3, Oahu
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**'Typical Workweek'  
Without Training and PTO**

Direct services	38.50	38.15	37.50	38.15	37.50	38.15	37.50	39.50	39.50	38.40	37.75	38.40	37.75	38.40
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	0.25	-	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	-	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 recording 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	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	-	-	0.50	0.50	0.50	0.50	0.50
<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	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	34.35	34.33	33.74	34.33	33.74	34.33	33.74	35.55	35.55	34.56	33.97	34.56	33.97	34.56
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	0.22	-	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	-	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 recording 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	0.45	0.45
Employer and one-on-one supervision time	0.67	0.68	0.68	0.68	0.68	0.68	0.68	-	-	0.45	0.45	0.45	0.45	0.45
Training	0.77	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>



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

**Appendix C: Productivity Assumptions**

Nursing Respite, Registered Nurse, 1:3, Other Islands	Nursing Respite, Licensed Practical Nurse, 1:1, Oahu	Nursing Respite, Licensed Practical Nurse, 1:1, Other Islands	Nursing Respite, Licensed Practical Nurse, 1:2, Oahu	Nursing Respite, Licensed Practical Nurse, 1:2, Other Islands	Nursing Respite, Licensed Practical Nurse, 1:3, Oahu	Nursing Respite, Licensed Practical Nurse, 1:3, Other Islands	Chore, Oahu	Chore, Other Islands	Chore, Consumer-Directed, Oahu	Chore, Consumer-Directed, Other Islands	Non-Medical Transportation, Oahu	Non-Medical Transportation, Other Islands	Non-Medical Transportation, Consumer-Directed, Oahu
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**'Typical Workweek'  
Without Training and PTO**

Direct services	37.75	36.90	36.25	36.90	36.25	36.90	36.25	37.25	35.25	39.50	39.50	31.50	26.00	39.50
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	1.25	0.60	1.25	0.60	1.25	0.60	1.25	1.75	3.75	-	-	6.50	12.00	-
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	0.50	0.50	-	-	-	-	-
Record keeping and reporting	0.50	0.50	0.50	0.50	0.50	0.50	0.50	-	-	0.50	0.50	1.25	1.25	0.50
Employer and one-on-one supervision time	0.50	2.00	2.00	2.00	2.00	2.00	2.00	0.50	0.50	-	-	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	24.00	24.00	24.00	24.00	24.00	24.00	24.00	16.00	16.00	16.00	16.00	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	33.97	33.21	32.62	33.21	32.62	33.21	32.62	33.67	31.86	35.70	35.70	28.34	23.39	35.55
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	1.13	0.54	1.13	0.54	1.13	0.54	1.13	1.58	3.39	-	-	5.85	10.80	-
Transporting participants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program set-up/ clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program development	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Meeting preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	-	-	-	0.45	0.45	-	-	-	-	-
Record keeping and reporting	0.45	0.45	0.45	0.45	0.45	0.45	0.45	-	-	0.45	0.45	1.13	1.13	0.45
Employer and one-on-one supervision time	0.45	1.80	1.80	1.80	1.80	1.80	1.80	0.45	0.45	-	-	0.68	0.68	-
Training	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.31	0.31	0.31	0.31	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>

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

**Appendix C: Productivity Assumptions**

Non-Medical Transportation, Consumer-Directed, Other Islands	Private Duty Nursing, Registered Nurse, 1:1, Oahu	Private Duty Nursing, Registered Nurse, 1:1, Other Islands	Private Duty Nursing, Registered Nurse, 1:2, Oahu	Private Duty Nursing, Registered Nurse, 1:2, Other Islands	Private Duty Nursing, Licensed Practical Nurse, 1:1, Oahu	Private Duty Nursing, Licensed Practical Nurse, 1:1, Other Islands	Private Duty Nursing, Licensed Practical Nurse, 1:2, Oahu	Private Duty Nursing, Licensed Practical Nurse, 1:2, Other Islands	Training and Consultation, All Disciplines, Oahu	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	39.50	35.50	32.75	35.50	32.75	34.00	31.25	34.00	31.25	34.25	30.25	4.00
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP meetings	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	-	2.25	5.00	2.25	5.00	2.25	5.00	2.25	5.00	3.50	7.50	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	-
Record keeping and reporting	0.50	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
<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>8.85</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
Paid time off	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00	184.00

**Workweek Adjusted for Training and PTO**

Direct services	35.55	31.94	29.47	31.94	29.47	30.59	28.12	30.59	28.12	30.82	27.22	4.00
Collateral contacts	-	-	-	-	-	-	-	-	-	-	-	-
Attending ISP Meetings	-	-	-	-	-	-	-	-	-	-	-	-
Travel time (between participants)	-	2.03	4.50	2.03	4.50	2.03	4.50	2.03	4.50	3.15	6.75	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	-
Record keeping and reporting	0.45	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	0.46	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	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>40.00</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>

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

**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.

**Proposed 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 <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>