

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

Provider Survey Analysis

- prepared for -

Developmental Disabilities Division  
Hawaii State Department of Health

- prepared by -

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

April 23, 2024

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
prepared for Developmental Disabilities Division**

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**I/DD Waiver Provider Rate Study - Provider Survey Analysis**  
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	Provider Response Rate			FY2023 Claims		
	Total	Responded	%	Total	Responded	%
<b>All Providers</b>	<b>59</b>	<b>20</b>	<b>34%</b>	<b>\$137,358,297</b>	<b>\$46,361,650</b>	<b>34%</b>
Personal Assistance/ Habilitation	44	17	39%	\$28,984,267	\$8,192,060	28%
Residential Hab. - Licensed Homes	19	6	32%	\$22,294,127	\$8,713,062	39%
Residential Hab. - Adult Foster Homes	15	6	40%	\$19,094,969	\$7,886,796	41%
Add'l. Residential Supports	5	1	20%	\$151,104	\$11,676	8%
Adult Day Health	28	9	32%	\$12,494,514	\$4,711,472	38%
Community Learning Service-Group	23	10	43%	\$4,893,241	\$2,569,914	53%
Community Learning Service- Indiv.	46	16	35%	\$44,047,832	\$12,674,981	29%
Community Navigator	0	0		\$0	\$0	
Indiv. Employ. Supp.- Job Development	4	4	100%	\$14,870	\$14,870	100%
Indiv. Employ. Supp.- Job Coaching	9	5	56%	\$513,757	\$405,398	79%
Discovery/ Career Planning	9	6	67%	\$768,784	\$406,201	53%
Benefits Counseling	1	1	100%	\$0	\$0	
Respite	28	8	29%	\$2,408,940	\$407,627	17%
Chore	6	1	17%	\$196,948	\$119,071	60%
Private Duty Nursing	11	3	27%	\$1,098,181	\$170,460	16%
Training and Consultation	27	10	37%	\$396,762	\$78,062	20%

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**Direct Care Staff Wages - All Employees (Excluding Contractors)**

	Big Island							Other Islands						
	Respond- ents	Reported Hours	Hourly Wages					Respond- ents	Reported Hours	Hourly Wages				
			Average w/ otl.	Average w/o otl.	Median	Wghtd Avg. w/ otl.	Wghtd Avg. w/o otl.			Average w/ otl.	Average w/o otl.	Median	Wghtd Avg. w/ otl.	Wghtd Avg. w/o otl.
Personal Assistance/ Habilitation	7	95,252	\$16.90	\$16.90	\$16.55	\$18.17	\$18.17	11	96,370	\$18.06	\$17.44	\$17.25	\$18.39	\$18.22
Residential Hab. - Licensed Homes	1	5,249	\$19.80	\$19.80	\$19.80	\$19.80	\$19.80	2	16,538	\$22.26	\$22.26	\$22.26	\$19.81	\$19.81
Residential Hab. - Adult Foster Homes	0	0						1	193	\$24.30	\$24.30	\$24.30	\$24.30	\$24.30
Add'l. Residential Supports	0	0						2	20,189	\$20.89	\$20.89	\$20.89	\$21.19	\$21.19
Adult Day Health	3	14,716	\$18.66	\$18.66	\$17.15	\$18.04	\$18.04	7	195,883	\$16.49	\$15.42	\$15.56	\$19.87	\$16.21
Community Learning Service-Group	3	10,488	\$18.17	\$18.17	\$17.15	\$17.63	\$17.63	5	57,404	\$17.33	\$17.33	\$16.48	\$18.43	\$18.43
Community Learning Service- Indiv.	7	108,603	\$17.13	\$17.13	\$17.12	\$17.18	\$17.18	12	228,883	\$18.15	\$17.51	\$17.20	\$19.46	\$19.35
Community Navigator	0	0						0	0					
Indiv. Employ. Supp.- Job Development	1	188	\$23.18	\$23.18	\$23.18	\$23.18	\$23.18	0	0					
Indiv. Employ. Supp.- Job Coaching	2	6,807	\$18.51	\$18.51	\$18.51	\$18.62	\$18.62	2	2,765	\$18.61	\$18.61	\$18.61	\$18.90	\$18.90
Discovery/ Career Planning	2	4,272	\$18.56	\$18.56	\$18.56	\$18.33	\$18.33	3	14,747	\$18.39	\$18.39	\$18.40	\$18.59	\$18.59
Benefits Counseling	0	0						0	0					
Respite	5	6,878	\$21.94	\$21.94	\$17.27	\$16.47	\$16.47	4	2,313	\$21.48	\$21.48	\$15.49	\$16.69	\$16.69
Chore	1	5,252	\$15.65	\$15.65	\$15.65	\$15.65	\$15.65	0	0					
Private Duty Nursing	3	803	\$48.36	\$48.36	\$48.34	\$48.27	\$48.27	2	4,777	\$37.50	\$37.50	\$37.50	\$34.76	\$34.76
Training and Consultation	1	256	\$54.20	\$54.20	\$54.20	\$54.20	\$54.20	4	960	\$46.20	\$46.20	\$44.20	\$41.32	\$41.32

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**Direct Care Staff Wages - All Employees (Excluding Supervisors and Contractors)**

	Big Island							Other Islands						
	Respond- ents	Reported Hours	Hourly Wages					Respond- ents	Reported Hours	Hourly Wages				
			Average w/ otl.	Average w/o otl.	Median	Wghtd Avg. w/ otl.	Wghtd Avg. w/o otl.			Average w/ otl.	Average w/o otl.	Median	Wghtd Avg. w/ otl.	Wghtd Avg. w/o otl.
Personal Assistance/ Habilitation	7	89,453	\$16.84	\$16.84	\$16.55	\$17.85	\$17.85	11	95,330	\$17.91	\$17.27	\$17.25	\$18.40	\$18.23
Residential Hab. - Licensed Homes	1	5,249	\$19.80	\$19.80	\$19.80	\$19.80	\$19.80	2	16,538	\$22.26	\$22.26	\$22.26	\$19.81	\$19.81
Residential Hab. - Adult Foster Homes	0	0						0	0					
Add'l. Residential Supports	0	0						2	18,109	\$20.22	\$20.22	\$20.22	\$19.94	\$19.94
Adult Day Health	3	11,745	\$17.74	\$17.74	\$16.94	\$17.11	\$17.11	7	161,122	\$15.83	\$15.10	\$15.36	\$17.82	\$15.41
Community Learning Service-Group	3	9,450	\$18.06	\$18.06	\$16.94	\$17.50	\$17.50	5	47,211	\$16.40	\$16.40	\$15.36	\$16.92	\$16.92
Community Learning Service- Indiv.	7	106,237	\$17.08	\$17.08	\$17.12	\$17.15	\$17.15	12	224,078	\$17.91	\$17.24	\$17.20	\$19.36	\$19.24
Community Navigator	0	0						0	0					
Indiv. Employ. Supp.- Job Development	1	188	\$23.18	\$23.18	\$23.18	\$23.18	\$23.18	0	0					
Indiv. Employ. Supp.- Job Coaching	2	6,807	\$18.51	\$18.51	\$18.51	\$18.62	\$18.62	2	2,765	\$18.61	\$18.61	\$18.61	\$18.90	\$18.90
Discovery/ Career Planning	2	4,272	\$18.56	\$18.56	\$18.56	\$18.33	\$18.33	3	11,661	\$18.14	\$18.14	\$17.50	\$17.95	\$17.95
Benefits Counseling	0	0						0	0					
Respite	5	6,845	\$21.95	\$21.95	\$17.33	\$16.47	\$16.47	4	2,034	\$21.42	\$21.42	\$15.35	\$16.72	\$16.72
Chore	1	5,252	\$15.65	\$15.65	\$15.65	\$15.65	\$15.65	0	0					
Private Duty Nursing	2	798	\$45.44	\$45.44	\$45.44	\$48.23	\$48.23	2	4,777	\$37.50	\$37.50	\$37.50	\$34.76	\$34.76
Training and Consultation	0	0						2	290	\$59.66	\$59.66	\$59.66	\$60.91	\$60.91

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**Direct Care Staff Wages - Contractors Only**

	Big Island							Other Islands						
	Respond- ents	Reported Hours	Hourly Wages					Respond- ents	Reported Hours	Hourly Wages				
			Average w/ otl.	Average w/o otl.	Median	Wghtd Avg. w/ otl.	Wghtd Avg. w/o otl.			Average w/ otl.	Average w/o otl.	Median	Wghtd Avg. w/ otl.	Wghtd Avg. w/o otl.
Personal Assistance/ Habilitation	1	2	\$21.00	\$21.00	\$21.00	\$21.00	\$21.00	1	158	\$19.00	\$19.00	\$19.00	\$19.00	\$19.00
Residential Hab. - Licensed Homes	0	0						0	0					
Residential Hab. - Adult Foster Homes	0	0						0	0					
Add'l. Residential Supports	0	0						0	0					
Adult Day Health	0	0						0	0					
Community Learning Service-Group	0	0						0	0					
Community Learning Service- Indiv.	1	36	\$21.00	\$21.00	\$21.00	\$21.00	\$21.00	1	1,692	\$19.00	\$19.00	\$19.00	\$19.00	\$19.00
Community Navigator	0	0						0	0					
Indiv. Employ. Supp.- Job Development	0	0						0	0					
Indiv. Employ. Supp.- Job Coaching	0	0						0	0					
Discovery/ Career Planning	0	0						0	0					
Benefits Counseling	0	0						0	0					
Respite	0	0						0	0					
Chore	0	0						0	0					
Private Duty Nursing	0	0						0	0					
Training and Consultation	1	42	\$45.33	\$45.33	\$45.33	\$45.33	\$45.33	0	0					

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**Benefits for Direct Care Workers**

Benefit	Access to Benefit				Eligibility among Agencies that Offer Benefit										Benefit Level Among Staff Receiving Benefit <sup>2</sup>					Effective Benefit Level <sup>3</sup>	
	Responding Agencies	# of Agencies that Offer	% of Agencies that Offer	% of Staff who Have Access	% of Staff Eligible					% of Staff Participating					Average (Mean) with Outliers	Average (Mean) without Outliers	Median	Weighted Average with Outliers	Weighted Average without Outliers		
					Average (Mean) with Outliers	Average (Mean) without Outliers	Median	Weighted Average with Outliers	Weighted Average without Outliers	Average (Mean) with Outliers	Average (Mean) without Outliers	Median	Weighted Average with Outliers	Weighted Average without Outliers							
<b>Full-Time</b>		<b>Part-Time</b>																			
<b># of Responding Providers</b>		17		15																	
<b># of Reported Staff</b>		346		314																	

**Full-Time**

<b>Holidays</b>	17	13	76%	92%	97%	99%	100%	90%	99%						9.2	9.2	10.5	9.1	9.1	8.3
<b>Paid Time Off</b>	17	16	94%	90%	90%	98%	100%	89%	91%						19.5	15.1	15.0	16.1	15.1	12.4
<b>Health Insurance</b>	17	17	100%	97%	92%	97%	100%	95%	99%	68%	77%	69%	81%	84%	\$681	\$725	\$698	\$833	\$856	\$703
<b>Retirement</b>	17	12	71%	97%	97%	100%	100%	95%	99%	44%	44%	31%	32%	32%	3.7%	3.7%	4.0%	3.9%	3.9%	1.2%
<b>Other Benefits</b>	16	13	81%	88%	96%	99%	100%	95%	100%	68%	68%	81%	75%	75%	\$260	\$260	\$132	\$574	\$574	\$380

**Part-Time**

<b>Holidays</b>	13	10	77%	47%	78%	86%	100%	70%	77%						9.6	9.6	11.0	10.6	10.6	3.9
<b>Paid Time Off</b>	13	8	62%	43%	65%	65%	68%	60%	60%						12.9	12.9	8.0	14.8	14.8	3.8
<b>Health Insurance</b>	13	10	77%	40%	59%	59%	58%	58%	58%	28%	28%	31%	28%	28%	\$680	\$680	\$736	\$760	\$760	\$86
<b>Retirement</b>	13	10	77%	40%	72%	79%	87%	82%	87%	18%	18%	5%	17%	17%	3.6%	3.6%	4.0%	3.8%	3.8%	0.3%
<b>Other Benefits</b>	11	7	64%	33%	63%	63%	65%	69%	69%	22%	22%	23%	24%	24%	\$85	\$85	\$85	\$110	\$110	\$9

<b>State Unemployment Insurance Rate</b>	2.1%	0.1%	1.5%	1.7%	1.5%	
<b>Employment and Training Assessment Rate</b>	0.01%	0.01%	0.01%	0.01%	0.01%	
<b>Temporary Disability Insurance Rate (amount per \$100 wages)</b>	\$0.93	\$0.04	\$0.54	\$0.82	\$0.58	
<b>Worker's Compensation (amount per \$100 wages)</b>	\$2.75	\$3.09	\$3.15	\$2.92	\$3.00	

<sup>1</sup>Weighted averages are weighted using reported I/DD Revenues

<sup>2</sup>Holidays, paid time off, and retirement contributions are annual amounts; health insurance and other benefits are monthly amounts

<sup>3</sup>Effective benefit level is calculated by multiplying weighted average benefit level without outliers by "% of Staff who Have Access" and "% of Staff Participating"(weighted average without outliers)

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**Turnover for Direct Care Staff**

Respondents	Turnover					Number of Reported Hours by Turnover Range					
	Average w/ otl.	Average w/o otl.	Median	Wghtd Avg. <sup>1</sup> w/ otl.	Wghtd Avg. <sup>1</sup> w/o otl.	0 - 15%	15 - 30%	30 - 45%	45 - 60%	60 - 75%	75% +
Personal Assistance/ Habilitation	13	16%	13%	10%	18%	17%	79,364	87,559	5,838	2,741	
Residential Hab. - Licensed Homes	2	0%	0%	0%	0%	0%	9,425				
Residential Hab. - Adult Foster Homes	1	0%	0%	0%	0%	0%	193				
Add'l. Residential Supports	2	5%	5%	5%	8%	8%	20,189				
Adult Day Health	8	15%	10%	11%	13%	12%	174,688	23,364		3,965	
Community Learning Service-Group	7	18%	12%	14%	17%	14%	41,850	22,078		3,965	
Community Learning Service- Indiv.	13	16%	13%	10%	12%	12%	216,395	73,737	10,792	4,338	
Community Navigator	0										
Indiv. Employ. Supp.- Job Development	1	0%	0%	0%	0%	0%	188				
Indiv. Employ. Supp.- Job Coaching	3	17%	17%	20%	19%	19%	2,253	6,332			
Discovery/ Career Planning	4	11%	11%	11%	5%	5%	17,326	892			
Benefits Counseling	0										
Respite	7	21%	16%	22%	15%	14%	5,794	3,199		198	
Chore	1	10%	10%	10%	10%	10%	5,252				
Private Duty Nursing	3	21%	21%	24%	25%	25%	54	5,525			
Training and Consultation	5	5%	5%	0%	5%	5%	960	256			

<sup>1</sup>Weighted averages are weighted using reported direct care hours

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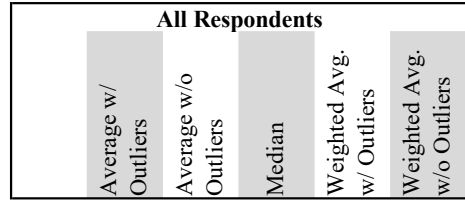
**Training for Direct Care Staff**

Respondents	1st Year Training					Following Years Training					Est. Annual Training Based on Turnover					
	Avg.	Avg.	Median	Wghtd Avg. <sup>1</sup>	Wghtd Avg. <sup>1</sup>	Avg.	Avg.	Median	Wghtd Avg. <sup>1</sup>	Wghtd Avg. <sup>1</sup>	Avg.	Avg.	Median	Wghtd Avg. <sup>1</sup>	Wghtd Avg. <sup>1</sup>	
	w/ otl.	w/o otl.		w/ otl.	w/o otl.	w/ otl.	w/o otl.		w/ otl.	w/o otl.	w/ otl.	w/o otl.		w/ otl.	w/o otl.	
Personal Assistance/ Habilitation	12	33	33	31	45	45	21	21	20	29	29	23	22	21	32	32
Residential Hab. - Licensed Homes	2	40	40	40	41	41	22	22	22	23	23	22	22	22	23	23
Residential Hab. - Adult Foster Homes	1	30	30	30	30	30	20	20	20	20	20	20	20	20	20	20
Add'l. Residential Supports	1	24	24	24	24	24	16	16	16	16	16	16	16	16	17	17
Adult Day Health	6	49	49	46	44	44	29	29	28	25	25	32	31	30	28	28
Community Learning Service-Group	6	49	49	46	54	54	29	29	28	29	29	33	32	30	33	32
Community Learning Service- Indiv.	12	34	30	30	42	39	21	21	20	25	25	23	22	21	27	26
Community Navigator	0															
Indiv. Employ. Supp.- Job Development	1	50	50	50	50	50	25	25	25	25	25	25	25	25	25	25
Indiv. Employ. Supp.- Job Coaching	3	46	46	45	50	50	25	25	25	30	30	29	29	29	34	34
Discovery/ Career Planning	4	47	47	47	46	46	24	24	23	20	20	27	27	25	22	22
Benefits Counseling	0															
Respite	7	34	34	33	38	38	22	22	25	23	23	25	24	27	25	25
Chore	1	42	42	42	42	42	25	25	25	25	25	27	27	27	27	27
Private Duty Nursing	3	29	29	20	20	20	21	21	20	20	20	23	23	20	20	20
Training and Consultation	4	31	31	30	29	29	16	16	12	14	14	17	17	12	15	15

<sup>1</sup>Weighted averages are weighted using reported direct care hours

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**Nurse Delegation**



Responding providers	11
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***Caseload***

Number of Individuals per FTE Nurse	134	134	119	133	133
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***Percent of Service Users with Nurse Delegation by Service***

Personal Assistance/ Habilitation	45%	45%	26%	42%	42%
Residential Habilitation - Agency Operated, Licensed Homes	100%	100%	100%	100%	100%
Residential Habilitation - Adult Foster Homes	78%	78%	86%	48%	48%
Adult Day Health	40%	40%	29%	67%	67%
Community Learning Svc.-Group	30%	30%	13%	66%	66%
Community Learning Svc.- Individual	30%	21%	12%	37%	11%

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**Personal Assistance/Habilitation (PAB)**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers

Responding providers	15					8					11				
Total current service recipients	184					104					80				

**Service Design**

Number of service hours provided per week per participant	24	20	20	22	21	22	15	18	21	19	24	20	20	24	21
Number of service encounters per week per DSP	6	6	5	7	6	5	5	5	5	5	7	6	5	8	6
Length in hours of an individual service encounter	4.0	3.7	4.0	4.5	4.4	4.6	3.8	4.8	4.6	4.5	4.0	4.0	4.0	4.4	4.4

**Staffing Pattern (scaled to a 40-hour workweek)**

Providing Personal Assistance/Habilitation services (PAB)	29.2	31.9	37.9	29.0	30.2	24.4	24.9	24.9	26.2	27.1	31.1	31.3	39.0	33.6	33.6
Providing other direct (face-to-face) services	8.4	6.3	0.7	7.9	7.6	12.3	12.6	13.0	9.8	10.1	7.0	7.0	0.0	4.9	4.9
Participating in ISP meetings and SIS assessments	0.3	0.2	0.2	0.3	0.3	0.5	0.5	0.3	0.4	0.4	0.3	0.2	0.0	0.3	0.3
Travel time between participants	0.5	0.3	0.0	1.3	0.6	1.0	0.5	0.3	2.0	0.9	0.2	0.1	0.0	0.2	0.2
Recordkeeping (excludes documentation during service)	0.6	0.5	0.4	0.4	0.4	0.7	0.5	0.5	0.4	0.4	0.5	0.5	0.4	0.3	0.3
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.8	0.7	0.6	0.9	0.8	0.9	0.9	1.0	0.9	1.0	0.9	0.9	0.6	0.8	0.8
Time lost to missed appointments	0.1	0.1	0.0	0.2	0.1	0.1	0.0	0.0	0.3	0.2	0.0	0.0	0.0	0.0	0.0
Other activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>

**Mileage (scaled to a 40-hour workweek)**

Miles driven per week per DSP between visits	41	41	25	64	64	45	45	37	81	81	24	24	9	11	11
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**Community Learning Service-Individual (CLS-I)**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers
Responding providers	14					7					11				
Total current service recipients	332					141					191				
<b>Service Design</b>															
Number of service hours provided per week per participant	19	19	19	21	21	20	20	20	20	20	19	19	18	22	22
Number of service encounters per week per DSP	6	5	4	6	6	4	4	4	4	4	7	5	5	9	9
Length in hours of an individual service encounter	4.6	4.9	4.9	4.5	4.7	4.8	4.8	4.6	4.6	4.6	5.0	5.0	5.1	4.8	4.8
<b>Staffing Pattern (scaled to a 40-hour workweek)</b>															
Providing Community Learning Service-Individual (CLS-I)	28.6	31.0	32.0	25.7	27.5	24.9	25.1	22.0	21.5	21.6	30.4	33.6	34.5	31.6	34.2
Providing other direct (face-to-face) services	9.3	7.5	7.1	11.4	10.5	11.9	12.0	14.9	14.2	14.3	8.3	5.4	4.9	7.3	5.3
Participating in ISP meetings and SIS assessments	0.3	0.2	0.1	0.3	0.2	0.5	0.3	0.2	0.3	0.3	0.3	0.3	0.0	0.2	0.2
Travel time between participants	0.8	0.5	0.2	1.5	0.8	1.5	1.5	1.9	2.4	2.4	0.2	0.1	0.0	0.1	0.0
Recordkeeping (excludes documentation during service)	0.4	0.4	0.4	0.4	0.4	0.5	0.5	0.5	0.4	0.5	0.3	0.3	0.3	0.2	0.2
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.5	0.4	0.4	0.7	0.5	0.6	0.6	0.5	0.8	0.8	0.4	0.2	0.3	0.5	0.1
Time lost to missed appointments	0.1	0.0	0.0	0.2	0.1	0.1	0.0	0.0	0.3	0.1	0.0	0.0	0.0	0.0	0.0
Other activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>
<b>Mileage (scaled to a 40-hour workweek)</b>															
Miles driven per week per DSP between visits	53	53	55	65	65	65	65	64	91	91	32	32	22	31	31
Miles driven per week per DSP to transport individuals	93	93	67	98	98	108	108	106	127	127	79	79	45	73	73

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Residential Habilitation provided in Licensed Homes**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers
Responding providers	3					1					2				
Total Licensed homes	5					1					4				
Total current service recipients	25					5					20				

**Home Characteristics**

Number of absences per individual per year (annualized)		10	10	5	11	11		5	5	5	5	5		13	13	13	13	13
Scheduled hours per week for outside activities		19.0	19.0	24.0	18.0	18.0		24.0	24.0	24.0	24.0	24.0		16.5	16.5	16.5	16.5	16.5
Participation hours per week for outside activities		17.7	17.7	20.0	17.2	17.2		20.0	20.0	20.0	20.0	20.0		16.5	16.5	16.5	16.5	16.5
Number of hours per week without staff in the home		5.0	5.0	3.0	3.6	3.6		12.0	12.0	12.0	12.0	12.0		1.5	1.5	1.5	1.5	1.5
Percent of homes with 'live-in' caregiver	60%						0%						75%					
Live-in caregiver annual salary (in dollars)		50,059	50,059	53,209	49,088	49,088								50,059	50,059	53,209	49,088	49,088
Percent of individuals with additional residential supports:																		
Tier 1	7%						0%						8%					
Tier 2	0%						0%						0%					
Tier 3																		

**Staffing Pattern (scaled to a 40-hour workweek)**

Providing Residential Habilitation services		39.6	39.6	40.0	39.8	39.8		38.8	38.8	38.8	38.8	38.8		40.0	40.0	40.0	40.0	40.0
Providing other direct (face-to-face) services		0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0
'Employer time' (one-on-one supervision, staff meetings, etc.)		0.4	0.4	0.0	0.3	0.3		1.3	1.3	1.3	1.3	1.3		0.0	0.0	0.0	0.0	0.0
Other activities		0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0
<b>Total</b>		<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>		<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>		<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>

**Vehicles**

Vehicle size in terms of passengers		8	8	7	8	8		7	7	7	7	7		9	9	9	9	9
Purchase price of vehicles (in dollars)		67,337	67,337	47,000	67,337	67,337		47,000	47,000	47,000	47,000	47,000		77,506	77,506	77,506	77,506	77,506
Monthly lease cost (in dollars)																		
Weekly agency-owned vehicle mileage per home		309	309	294	309	309		294	294	294	294	294		317	317	317	317	317
Weekly staff-owned vehicle mileage per home		399	399	99	399	399		48	48	48	48	48		574	574	574	574	574

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**Residential Habilitation provided in Licensed Homes - Home and Staffing Detail**

Count	Home Ownership		Occupancy Rate			DSPs Assigned to Home			Total Staff Hours (per week)			Staff 'Awake' Hours (per week)			Staff 'Asleep' Hours (per week)		
	Agency-Owned	Leased	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median
Responding providers	3																
All Homes	5	0	100%	100%	100%	5	5	5	244.0	244.0	244.0	188.0	188.0	188.0	56.0	56.0	56.0
3-person homes	0	0															
4-person homes	2	0	100%	100%	100%												
5-person homes	3	0	100%	100%	100%	5	5	5	244.0	244.0	244.0	188.0	188.0	188.0	56.0	56.0	56.0
6-person homes	0	0															

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Residential Habilitation provided in Adult Foster Homes**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers
Responding providers	4					1					3				
Total number of adult foster homes	116					6					110				
Total current service recipients	254					9					245				

**Recruitment, Certification, Placement, and Initial Training**

Annual miles driven by recruiters for initial site review and recruitment															
Staff hours required to recruit, train, and certify an adult foster home prior to a placement															
Percent of adult foster homes that received initial approval in the reported fiscal year	0.1	0.1	0.1	0.1	0.1						0.1	0.1	0.1	0.1	0.1
Number of years adult foster homes contract with agencies	10.5	10.5	10.5	14.7	14.7	6.0	6.0	6.0	6.0	6.0	15.0	15.0	15.0	15.0	15.0

**Supervision, Training, and Supports for Adult Foster Homes**

Caseload (number of adult foster homes) per supervisor		12	12	5	31	31		6	6	6	6	6		14	14	5	32	32
Number of supervision visits per adult foster home per year		14	14	12	12	12		12	12	12	12	12		14	14	12	12	12
Annual miles driven for supervision and monitoring visits		4,500	4,500	4,500	5,862	5,862		8,040	8,040	8,040	8,040	8,040		960	960	960	960	960
Percent of agencies that provide formal, ongoing training to adult foster home providers	100%						100%						67%					
Number of annual training hours delivered to adult foster home providers		12	12	12	10	10		12	12	12	12	12		13	13	13	10	10
Percent of agencies that use home supervisors to deliver training hours	0%						100%						33%					
Percent of training hours delivered to group of adult foster home providers		7%	7%	0%	19%	19%		0%	0%	0%	0%	0%		10%	10%	10%	20%	20%
Number of participants in a group training session		10	10	10	10	10								10	10	10	10	10
Percent of adult foster homes that receive agency provided in-home staffing support		0%	0%	0%	1%	1%		0%	0%	0%	0%	0%		33%	33%	0%	91%	91%
Number of in-home staffing support per home per week														20	20	20	20	20

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Residential Habilitation provided in Adult Foster Homes - Participant Details**

Count	% of Participants for Whom Agencies are Rep. Payees	% of Participants that Received Addl. Res. Supports	Room and Board Payment			Daily Rate: Maximum Number of Days Paid			Daily Rate			Monthly Rate			Number of Years Participants Lived in the Home			Number of Absent Days in a Year		
			Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median

Responding providers	3
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<b>Participants</b>																					
	Count	% of Participants for Whom Agencies are Rep. Payees	% of Participants that Received Addl. Res. Supports	Room and Board Payment			Daily Rate: Maximum Number of Days Paid			Daily Rate			Monthly Rate			Number of Years Participants Lived in the Home			Number of Absent Days in a Year		
				Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median	Average with Outliers	Average without Outliers	Median
All Islands	51	0%	2%				365	365	365	\$129	\$131	\$132	\$839	\$839	\$943	6.1	6.1	6.1	0.0	0.0	0.0
Tier 1	5	0%	0%				365	365	365	\$99	\$99	\$101							0.0	0.0	0.0
Tier 2	15	0%	7%				365	365	365	\$131	\$131	\$132							0.0	0.0	0.0
Tier 3	7	0%	0%				365	365	365	\$146	\$146	\$148							0.0	0.0	0.0
Big Island	9	0%	0%				365	365	365	\$119	\$119	\$129							0.0	0.0	0.0
Tier 1	4	0%	0%				365	365	365	\$99	\$99	\$101							0.0	0.0	0.0
Tier 2	3	0%	0%				365	365	365	\$129	\$129	\$129							0.0	0.0	0.0
Tier 3	2	0%	0%				365	365	365	\$141	\$141	\$141							0.0	0.0	0.0
Other Islands	42	0%	2%				365	365	365	\$135	\$137	\$132	\$839	\$839	\$943	6.1	6.1	6.1			
Tier 1	1	0%	0%				365	365	365	\$99	\$99	\$99									
Tier 2	12	0%	8%				365	365	365	\$132	\$132	\$132									
Tier 3	5	0%	0%				365	365	365	\$148	\$148	\$148									

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Adult Day Health (ADH)**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers

Responding providers	5					3					3				
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**Staffing Pattern (scaled to a 40-hour workweek)**

Providing Adult Day Health services	22.1	22.1	21.6	18.5	18.5	18.2	18.2	20.7	18.2	18.2	23.4	23.4	21.6	18.6	18.6
Providing other direct (face-to-face) services	10.8	10.8	10.8	15.1	15.1	11.5	11.5	10.3	11.5	11.5	11.3	11.3	15.1	16.1	16.1
Transporting participants to/from program	5.1	5.1	6.5	5.2	5.2	7.4	7.4	6.7	7.4	7.4	4.4	4.4	2.6	4.6	4.6
Participating in ISP meetings and SIS assessments	0.1	0.1	0.2	0.1	0.1	0.2	0.2	0.2	0.2	0.2	0.1	0.1	0.0	0.1	0.1
Recordkeeping (excludes documentation during service)	0.6	0.6	0.7	0.4	0.4	0.7	0.7	0.5	0.6	0.6	0.4	0.4	0.7	0.3	0.3
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.5	0.5	0.3	0.3	0.3	0.9	0.9	0.5	0.8	0.8	0.2	0.2	0.0	0.2	0.2
Program preparation/ set-up/ clean-up	0.7	0.7	0.0	0.3	0.3	1.2	1.2	1.0	1.3	1.3	0.0	0.0	0.0	0.0	0.0
Other activities	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.2	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Community Learning Service - Group (CLS-G)**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers

Responding providers	5					3					3				
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**Staffing Pattern (scaled to a 40-hour workweek)**

Providing Community Learning Services - Group services	19.3	19.3	15.2	19.0	19.0	11.5	11.5	10.4	11.5	11.5	25.4	25.4	24.9	21.0	21.0
Providing other direct (face-to-face) services	11.6	11.6	15.2	10.2	10.2	18.1	18.1	20.6	18.2	18.2	6.0	6.0	4.0	8.1	8.1
Transporting participants to/from program	6.6	6.6	7.0	9.1	9.1	7.4	7.4	6.8	7.4	7.4	6.9	6.9	10.0	9.6	9.6
Participating in ISP meetings and SIS assessments	0.1	0.1	0.2	0.1	0.1	0.2	0.2	0.2	0.2	0.2	0.1	0.1	0.0	0.1	0.1
Recordkeeping (excludes documentation during service)	0.7	0.7	0.7	0.4	0.4	0.7	0.7	0.5	0.6	0.6	0.7	0.7	0.7	0.4	0.4
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.7	0.7	0.5	0.7	0.7	0.9	0.9	0.5	0.8	0.8	0.5	0.5	0.5	0.7	0.7
Program preparation/ set-up/ clean-up	1.0	1.0	1.1	0.3	0.3	1.2	1.2	1.0	1.3	1.3	0.4	0.4	0.0	0.1	0.1
Other activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Adult Day Health (ADH)/ Community Learning Service - Group (CLS-G) Program Details**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers
Responding providers	5					3					3				
Total reported programs	7					3					4				
ADH only programs	0					0					0				
CLS-G only programs	0					0					0				
ADH and CLS-G programs	7					3					4				
Total current ADH service recipients	227					48					179				
Total current CLS-G service recipients	219					47					172				

**Service Design**

Number of days programs operate and provide services	250	248	250	249	248	248	248	247	248	248	252	252	250	249	249
Attendance rate	84%	89%	87%	88%	90%	78%	78%	87%	80%	80%	89%	89%	88%	91%	91%
Weekly staff hours per ADH service recipient	6.1	6.1	6.1	6.3	6.3	6.4	6.4	6.1	6.4	6.4	5.9	5.9	5.9	6.2	6.2
Weekly staff hours per CLS-G service recipient	3.5	3.5	3.9	3.9	3.9	3.3	3.3	2.3	3.3	3.3	3.6	3.6	4.0	4.0	4.0
Square feet of program space per participant	116	95	111	86	77	129	129	115	132	132	106	106	64	74	74
Operating cost per square foot	\$23.13	\$23.13	\$28.40	\$26.98	\$26.98	\$20.11	\$20.11	\$26.30	\$19.02	\$19.02	\$25.40	\$25.40	\$28.40	\$29.16	\$29.16
Weekly program supplies cost per participant	\$9.86	\$5.96	\$5.01	\$6.38	\$4.88	\$7.44	\$7.44	\$7.98	\$7.48	\$7.48	\$11.68	\$11.68	\$5.01	\$6.08	\$6.08
Scheduled ADH hours per week per participant															
Tier 1	14.7	14.7	13.5	16.0	16.0	12.4	12.4	13.5	12.9	12.9	16.5	16.5	16.2	16.9	16.9
Tier 2	13.5	13.5	13.0	14.3	14.3	11.7	11.7	13.0	12.1	12.1	14.8	14.8	14.2	14.9	14.9
Tier 3															
Scheduled CLS-G hours per week per participant															
Tier 1	8.2	8.2	7.6	9.1	9.1	6.2	6.2	4.5	6.4	6.4	9.7	9.7	9.9	9.8	9.8
Tier 2	11.1	11.1	12.7	12.9	12.9	7.9	7.9	5.6	8.2	8.2	13.6	13.6	14.8	14.1	14.1
Tier 3															

**Vehicles**

Vehicle size in terms of passengers	9	9	7	10	10	9	9	7	10	10	9	9	8	10	10
Percent of vehicles equipped with a wheelchair lift	34%	34%	50%	34%	34%	62%	62%	60%	63%	63%	13%	13%	0%	26%	26%
Purchase price of vehicles (in dollars)	77,293	77,293	62,557	110,929	110,929	62,557	62,557	62,557	62,286	62,286	92,028	92,028	92,028	125,896	125,896
Monthly lease cost (in dollars)	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200
Weekly miles per participant for picking-up/ dropping-off	10	10	4	6	6	20	20	24	20	20	3	3	3	2	2
Weekly miles per participant for in-program transportation	12	12	11	13	13	10	10	11	10	10	13	13	11	13	13
Weekly staff-owned vehicle mileage per participant	7	7	3	6	6	7	7	3	6	6					

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Respite - Direct Support Professional**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers

Responding providers	3					3					1				
Total current service recipients	17					14					3				

**Service Design**

Percentage of billable serviced provided:															
In individual's home or place of residence	62%	62%	80%	42%	42%	62%	62%	80%	29%	29%	100%	100%	100%	100%	100%
In private home of a respite provider	38%	38%	20%	58%	58%	38%	38%	20%	71%	71%	0%	0%	0%	0%	0%
In another location	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Number of service encounters per week per DSP	5	5	2	4	4	5	5	2	3	3	10	10	10	10	10
Length in hours of an individual service encounter	5.3	5.3	6.0	5.7	5.7	5.3	5.3	6.0	6.3	6.3	3.0	3.0	3.0	3.0	3.0

**Staffing Pattern (scaled to a 40-hour workweek)**

Providing Hourly Respite services	20.7	20.7	18.1	19.2	19.2	20.7	20.7	18.1	16.9	16.9	30.0	30.0	30.0	30.0	30.0
Providing other direct (face-to-face) services	17.3	17.3	20.4	18.3	18.3	17.3	17.3	20.4	20.3	20.3	9.0	9.0	9.0	9.0	9.0
Travel time between participants	1.3	1.3	1.0	2.1	2.1	1.3	1.3	1.0	2.3	2.3	1.0	1.0	1.0	1.0	1.0
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.7	0.7	0.5	0.5	0.5	0.7	0.7	0.5	0.6	0.6	0.0	0.0	0.0	0.0	0.0
Time lost to missed appointments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>

**Mileage (scaled to a 40-hour workweek)**

Miles driven per week per DSP between visits	36	36	36	45	45	36	36	36	45	45					
Miles driven per week per DSP to transport individuals	46	46	46	69	69	46	46	46	69	69					

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
prepared for Developmental Disabilities Division**

**Respite - Registered Nurse**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers

Responding providers	2					1					2				
Total current service recipients	6					2					4				

**Service Design**

Percentage of billable serviced provided:															
In individual's home or place of residence	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
In private home of a respite provider	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
In another location	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Number of service encounters per week per DSP	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Length in hours of an individual service encounter	4.1	4.1	4.1	3.4	3.4	2.0	2.0	2.0	2.0	2.0	4.1	4.1	4.1	4.1	4.1

**Staffing Pattern (scaled to a 40-hour workweek)**

Providing Hourly Respite services	39.8	39.8	39.8	39.8	39.8	40.0	40.0	40.0	40.0	40.0	39.8	39.8	39.8	39.8	39.8
Providing other direct (face-to-face) services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Travel time between participants	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.2	0.2	0.2	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.2	0.2	0.2	0.2	0.2
Time lost to missed appointments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>

**Mileage (scaled to a 40-hour workweek)**

Miles driven per week per DSP between visits															
Miles driven per week per DSP to transport individuals															

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
prepared for Developmental Disabilities Division**

**Individual Employment Supports-Job Coaching**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers
Responding providers	4					2					2				
Total current service recipients	23					12					11				
<b>Service Design</b>															
Number of service hours provided per week per participant	10	10	11	10	10	12	12	12	12	12	8	8	8	7	7
Number of service encounters per week per DSP	4	4	4	4	4	4	4	4	3	3	5	5	5	5	5
Length in hours of an individual service encounter	3.5	3.5	3.1	3.9	3.9	4.3	4.3	4.3	5.2	5.2	2.6	2.6	2.6	2.5	2.5
<b>Staffing Pattern (scaled to a 40-hour workweek)</b>															
Providing Job Coaching services	15.4	15.4	15.7	16.3	16.3	15.6	15.6	15.6	18.0	18.0	15.3	15.3	15.3	14.4	14.4
Providing other direct (face-to-face) services	20.9	20.9	21.5	19.7	19.7	18.5	18.5	18.5	15.3	15.3	23.3	23.3	23.3	24.6	24.6
Performing 'collateral contacts'	1.2	1.2	0.8	1.7	1.7	2.2	2.2	2.2	3.0	3.0	0.2	0.2	0.2	0.2	0.2
Participating in ISP meetings and SIS assessments	0.1	0.1	0.1	0.1	0.1	0.2	0.2	0.2	0.2	0.2	0.0	0.0	0.0	0.0	0.0
Travel time between participants	0.9	0.9	0.6	0.7	0.7	1.8	1.8	1.8	1.4	1.4	0.0	0.0	0.0	0.0	0.0
Recordkeeping (excludes documentation during service)	0.4	0.4	0.5	0.4	0.4	0.5	0.5	0.5	0.6	0.6	0.2	0.2	0.2	0.2	0.2
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.9	0.9	0.8	0.9	0.9	0.8	0.8	0.8	1.0	1.0	1.0	1.0	1.0	0.7	0.7
Time lost to missed appointments	0.1	0.1	0.0	0.2	0.2	0.3	0.3	0.3	0.5	0.5	0.0	0.0	0.0	0.0	0.0
Other activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>
<b>Mileage (scaled to a 40-hour workweek)</b>															
Miles driven per week per DSP between visits	49	49	49	38	38	80	80	80	80	80	17	17	17	17	17
Miles driven per week per DSP to transport individuals	58	58	58	44	44	100	100	100	100	100	16	16	16	16	16

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Individual Employment Supports-Job Development**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers

Responding providers	2					2					0				
Total service recipients during the reported fiscal year	9					9					0				

**Service Design**

% of individuals that were successfully placed in a job	55%	55%	55%	56%	56%	55%	55%	55%	56%	56%					
Percent that remained employed for at least 90 days	51%	51%	51%	56%	56%	51%	51%	51%	56%	56%					
Number of staff hours required for successful placement	80	80	80	78	78	80	80	80	78	78					
% of individuals that were not successfully placed in a job	45%	45%	45%	44%	44%	45%	45%	45%	44%	44%					
Number of hours of support for unsuccessful placement	41	41	41	36	36	82	82	82	82	82					
Number of successful placements per FTE Job Developer	7	7	7	6	6	7	7	7	6	6					

**Staffing Pattern (scaled to a 40-hour workweek)**

Providing Job Development services	7.5	15.0	15.0	8.3	15.0	15.0	15.0	15.0	15.0	15.0					
Providing other direct (face-to-face) services	5.9	11.8	11.8	6.5	11.8	11.8	11.8	11.8	11.8	11.8					
Performing 'collateral contacts'	2.5	5.0	5.0	2.8	5.0	5.0	5.0	5.0	5.0	5.0					
Performing general job development activities that are not participant-specific	1.5	3.0	3.0	1.7	3.0	3.0	3.0	3.0	3.0	3.0					
Participating in ISP meetings and SIS assessments	0.1	0.3	0.3	0.1	0.3	0.3	0.3	0.3	0.3	0.3					
Travel time between participants	1.8	3.5	3.5	1.9	3.5	3.5	3.5	3.5	3.5	3.5					
Recordkeeping (excludes documentation during service)	0.5	1.0	1.0	0.6	1.0	1.0	1.0	1.0	1.0	1.0					
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.3	0.5	0.5	0.3	0.5	0.5	0.5	0.5	0.5	0.5					
Time lost to missed appointments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
Program development	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
Other activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
<b>Total</b>	<b>20.0</b>	<b>40.0</b>	<b>40.0</b>	<b>22.2</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>					

**Mileage (scaled to a 40-hour workweek)**

Miles driven per week per DSP between visits	120	120	120	120	120	120	120	120	120	120					
Miles driven per week per DSP to transport individuals	95	95	95	95	95	95	95	95	95	95					

**I/DD Waiver Provider Rate Study - Provider Survey Analysis**  
**prepared for Developmental Disabilities Division**

**Discovery and Career Planning**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers
Responding providers	4					2					2				
Total current service recipients	20					11					9				
<b>Service Design</b>															
Number of service hours provided per year per participant	120	120	11	76	76	10	10	10	10	10	231	231	231	158	158
Number of service encounters per week per DSP	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3
Length in hours of an individual service encounter	4.9	4.9	4.3	4.6	4.6	3.6	3.6	3.6	3.6	3.6	6.3	6.3	6.3	5.7	5.7
<b>Staffing Pattern (scaled to a 40-hour workweek)</b>															
Providing Discovery and Career Planning services	21.9	21.9	17.8	19.6	19.6	15.3	15.3	15.3	15.4	15.4	28.6	28.6	28.6	24.8	24.8
Providing other direct (face-to-face) services	14.2	14.2	19.9	16.2	16.2	18.4	18.4	18.4	18.6	18.6	10.0	10.0	10.0	13.3	13.3
Participating in ISP meetings and SIS assessments	0.2	0.2	0.3	0.3	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.3	0.3
Travel time between participants	1.0	1.0	0.6	1.2	1.2	2.1	2.1	2.1	2.2	2.2	0.0	0.0	0.0	0.0	0.0
Recordkeeping (excludes documentation during service)	0.8	0.8	0.5	0.9	0.9	1.4	1.4	1.4	1.3	1.3	0.2	0.2	0.2	0.3	0.3
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.9	0.9	0.9	1.0	1.0	0.8	0.8	0.8	0.8	0.8	1.0	1.0	1.0	1.3	1.3
Time lost to missed appointments	0.1	0.1	0.0	0.1	0.1	0.3	0.3	0.3	0.3	0.3	0.0	0.0	0.0	0.0	0.0
Program development	0.7	0.7	0.0	0.7	0.7	1.4	1.4	1.4	1.3	1.3	0.0	0.0	0.0	0.0	0.0
Other activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>
<b>Mileage (scaled to a 40-hour workweek)</b>															
Miles driven per week per DSP between visits	72	72	72	72	72	100	100	100	100	100	43	43	43	43	43
Miles driven per week per DSP to transport individuals	129	129	129	129	129	140	140	140	140	140	118	118	118	118	118

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Benefits Counseling**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers

Responding providers	1					0					1				
Total current service recipients	5					0					5				

**Service Design**

Number of service hours provided per year per participant	10	10	10	10	10						10	10	10	10	10
Number of service encounters per week per DSP	2	2	2	2	2						2	2	2	2	2
Length in hours of an individual service encounter	2.0	2.0	2.0	2.0	2.0						2.0	2.0	2.0	2.0	2.0

**Staffing Pattern (scaled to a 40-hour workweek)**

Providing Benefits Counseling services	4.0	4.0	4.0	4.0	4.0						4.0	4.0	4.0	4.0	4.0
Providing other direct (face-to-face) services	36.0	36.0	36.0	36.0	36.0						36.0	36.0	36.0	36.0	36.0
Participating in ISP meetings and SIS assessments	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Travel time between participants	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Recordkeeping (excludes documentation during service)	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Time lost to missed appointments	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Program development	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Other activities	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>						<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>

**Mileage (scaled to a 40-hour workweek)**

Miles driven per week per DSP between visits															
Miles driven per week per DSP to transport individuals															

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Private Duty Nursing - Registered Nurse**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers

Responding providers	2					2					1				
Total current service recipients	5					3					2				

**Service Design**

Number of service encounters per week per nurse	4	4	4	3	3	4	4	4	3	3	2	2	2	2	2
Length in hours of an individual service encounter	3.7	3.7	3.7	2.7	2.7	3.7	3.7	3.7	3.1	3.1	2.0	2.0	2.0	2.0	2.0
Percentage of billable serviced provided:															
In a home- or community-based setting	90%	90%	90%	84%	84%	90%	90%	90%	87%	87%	80%	80%	80%	80%	80%
Through a telehealth model	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%					
In an office/ clinic setting	10%	10%	10%	16%	16%	10%	10%	10%	13%	13%	20%	20%	20%	20%	20%

**Staffing Pattern (scaled to a 40-hour workweek)**

Providing direct (face-to-face) Private Duty Nursing services	39.9	39.9	39.9	40.0	40.0	39.9	39.9	39.9	39.9	39.9	40.0	40.0	40.0	40.0	40.0
Providing other direct (face-to-face) services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Performing 'collateral contacts'	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participating in ISP meetings and SIS assessments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Travel time between participants	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Time lost to missed appointments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Recordkeeping (excludes documentation during service)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.1	0.1	0.1	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0
Other activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>

**Mileage (scaled to a 40-hour workweek)**

Miles driven per week per DSP between visits															
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**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Training and Consultation Services - Dietician**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers

Responding providers	1					0					1				
Total current service recipients	5					0					5				

**Service Design**

Number of service encounters per week per provider	1	1	1	1	1						1	1	1	1	1
Length in hours of an individual service encounter	0.3	0.3	0.3	0.3	0.3						0.3	0.3	0.3	0.3	0.3
Percentage of billable serviced provided:															
In a home- or community-based setting	100%	100%	100%	100%	100%						100%	100%	100%	100%	100%
Through a telehealth model	0%	0%	0%	0%	0%						0%	0%	0%	0%	0%
In an office/ clinic setting	0%	0%	0%	0%	0%						0%	0%	0%	0%	0%

**Staffing Pattern (scaled to a 40-hour workweek)**

Providing billable Training and Consultation services	20.0	20.0	20.0	20.0	20.0						20.0	20.0	20.0	20.0	20.0
Providing other billable services	20.0	20.0	20.0	20.0	20.0						20.0	20.0	20.0	20.0	20.0
Performing 'collateral contacts'	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Participating in ISP meetings and SIS assessments	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Travel time between participants	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Time lost to missed appointments	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Recordkeeping (excludes documentation during service)	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Other activities	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>						<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>

**Mileage (scaled to a 40-hour workweek)**

Miles driven per week per DSP between visits	20	20	20	20	20						20	20	20	20	20
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**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
prepared for Developmental Disabilities Division**

**Training and Consultation Services - Behavior Analyst**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers
Responding providers	3					0					3				
Total current service recipients	3					0					3				
<b>Service Design</b>															
Number of service encounters per week per provider	1	1	1	1	1						1	1	1	1	1
Length in hours of an individual service encounter	1.5	1.5	1.5	1.5	1.5						1.5	1.5	1.5	1.5	1.5
Percentage of billable serviced provided:															
In a home- or community-based setting	73%	73%	73%	73%	73%						73%	73%	73%	73%	73%
Through a telehealth model	28%	28%	28%	28%	28%						28%	28%	28%	28%	28%
In an office/ clinic setting	0%	0%	0%	0%	0%						0%	0%	0%	0%	0%
<b>Staffing Pattern (scaled to a 40-hour workweek)</b>															
Providing billable Training and Consultation services	5.8	5.8	7.6	5.8	5.8						5.8	5.8	7.6	5.8	5.8
Providing other billable services	17.2	17.2	19.4	17.2	17.2						17.2	17.2	19.4	17.2	17.2
Performing 'collateral contacts'	1.8	1.8	1.0	1.8	1.8						1.8	1.8	1.0	1.8	1.8
Participating in ISP meetings and SIS assessments	1.8	1.8	1.0	1.8	1.8						1.8	1.8	1.0	1.8	1.8
Travel time between participants	3.0	3.0	3.8	3.0	3.0						3.0	3.0	3.8	3.0	3.0
Time lost to missed appointments	1.0	1.0	0.0	1.0	1.0						1.0	1.0	0.0	1.0	1.0
Recordkeeping (excludes documentation during service)	6.7	6.7	3.9	6.7	6.7						6.7	6.7	3.9	6.7	6.7
'Employer time' (one-on-one supervision, staff meetings, etc.)	2.5	2.5	3.4	2.5	2.5						2.5	2.5	3.4	2.5	2.5
Other activities	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>						<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>
<b>Mileage (scaled to a 40-hour workweek)</b>															
Miles driven per week per DSP between visits	205	205	205	205	205						205	205	205	205	205

**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
prepared for Developmental Disabilities Division**

**Training and Consultation Services - Registered Nurse**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers

Responding providers	1					0					1				
Total current service recipients	1					0					1				

**Service Design**

Number of service encounters per week per provider	0	0	0	0	0						0	0	0	0	0
Length in hours of an individual service encounter	0.5	0.5	0.5	0.5	0.5						0.5	0.5	0.5	0.5	0.5
Percentage of billable serviced provided:															
In a home- or community-based setting	50%	50%	50%	50%	50%						50%	50%	50%	50%	50%
Through a telehealth model	50%	50%	50%	50%	50%						50%	50%	50%	50%	50%
In an office/ clinic setting	0%	0%	0%	0%	0%										

**Staffing Pattern (scaled to a 40-hour workweek)**

Providing billable Training and Consultation services	40.0	40.0	40.0	40.0	40.0						40.0	40.0	40.0	40.0	40.0
Providing other billable services	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Performing 'collateral contacts'	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Participating in ISP meetings and SIS assessments	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Travel time between participants	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Time lost to missed appointments	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Recordkeeping (excludes documentation during service)	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
Other activities	0.0	0.0	0.0	0.0	0.0						0.0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>						<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>

**Mileage (scaled to a 40-hour workweek)**

Miles driven per week per DSP between visits															
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**I/DD Waiver Provider Rate Study - Provider Survey Analysis  
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**Chore**

	All Respondents					Big Island					Other Islands				
	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers	Average w/ Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers	Weighted Avg. w/o Outliers

Responding providers	1					1					0				
Total current service recipients	7					7					0				

**Service Design**

Number of service encounters per week per DSP	6	6	6	6	6	6	6	6	6	6					
Length in hours of an individual service encounter	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0					

**Staffing Pattern (scaled to a 40-hour workweek)**

Providing Chore services	24.0	24.0	24.0	24.0	24.0	24.0	24.0	24.0	24.0	24.0					
Providing other direct (face-to-face) services	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0					
Travel time between participants	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5					
'Employer time' (one-on-one supervision, staff meetings, etc.)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5					
Time lost to missed appointments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
Other activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
<b>Total</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>	<b>40.0</b>					

**Mileage (scaled to a 40-hour workweek)**

Miles driven per week per DSP between visits	95	95	95	95	95	95	95	95	95	95					
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**I/DD Waiver Provider Rate Study - Provider Survey Analysis**  
**prepared for Developmental Disabilities Division**

**Administrative Rates and Expenses**

<i>Summary</i>	<b>All Respondents</b>		<b>Respondents &gt;0% and &lt;50% Rate</b>	
	<b>I/DD Program</b>	<b>All Other</b>	<b>I/DD Program</b>	<b>All Other</b>
Providers	11	4	10	4
Median Rate	18.3%	24.7%	16.9%	24.7%
Weighted Average Rate	17.3%	21.6%	16.9%	20.9%
<i>Detail by Expenditure Category</i>				
Wages and Salaries	\$2,229,676	\$1,119,859	\$2,166,496	\$1,119,859
Payroll taxes and benefits	\$559,535	\$272,787	\$537,388	\$272,787
<b>Subtotal - Staffing Costs</b>	<b>\$2,789,211</b>	<b>\$1,392,646</b>	<b>\$2,703,884</b>	<b>\$1,392,646</b>
Benefits Rate	20.1%	19.6%	19.9%	19.6%
Non-program facilities rent/mortgage/depreciation	\$181,311	\$296,802	\$135,741	\$296,802
Non-program facilities repairs and modifications	\$10,439	\$999	\$10,359	\$999
Non-program facilities maintenance/janitorial/landscaping	\$11,908	\$150	\$11,908	\$150
Non-program facilities utilities/telecommunications/etc.	\$30,347	\$7,431	\$28,813	\$7,431
Agency owned/leased vehicle expenses	\$7,035	\$0	\$7,035	\$0
Reimbursement for use of staff personal vehicles	\$20,329	\$7,149	\$20,329	\$7,149
Other travel related expenses (e.g., out of state travel)	\$15,509	\$603	\$15,509	\$603
General excise taxes	\$57,179	\$45,691	\$57,179	\$0
Other taxes (excludes payroll taxes and personal income taxes)	\$3,200	\$0	\$3,200	\$0
Interest expense (non-mortgage and non-vehicle)	\$786	\$786	\$0	\$786
All general insurance (excludes vehicle insurance and staff benefits)	\$174,177	\$60,090	\$174,177	\$36,553
Licensing/certification/accreditation fees	\$4,274	\$5,219	\$4,274	\$2,737
Hiring expenses (e.g., advertising, background checks, placement fees)	\$10,067	\$14,795	\$10,067	\$1,155
Organizational culture building and employee retention activities	\$4,429	\$4,322	\$4,352	\$1,676
Training Expense (e.g., fees and materials; exclude staff costs)	\$5,575	\$6,030	\$5,575	\$341
Office equipment and furniture	\$12,767	\$8,578	\$11,749	\$1,528
Information technology expense (e.g., computers and software)	\$69,658	\$22,193	\$59,750	\$14,468
Office supplies	\$46,899	\$28,704	\$46,723	\$11,808
Advertising	\$16,118	\$9,875	\$16,084	\$3,055
Dues and subscriptions	\$14,601	\$17,206	\$14,601	\$15,445
Payroll processing costs	\$120,157	\$26,242	\$119,638	\$19,341
Professional consulting - legal/accounting/interpretation/etc.	\$112,875	\$35,865	\$112,373	\$31,394
Allocated corporate office overhead	\$0	\$0	\$0	\$0
Other	\$949	\$0	\$949	\$0
<b>Subtotal - Other Operating Costs</b>	<b>\$930,588</b>	<b>\$598,727</b>	<b>\$870,387</b>	<b>\$453,419</b>
<b>Total Costs</b>	<b>\$3,719,799</b>	<b>\$1,991,373</b>	<b>\$3,574,271</b>	<b>\$1,846,065</b>
<b>Revenues</b>	<b>\$21,460,248</b>	<b>\$9,238,989</b>	<b>\$21,184,375</b>	<b>\$8,841,762</b>

**I/DD Waiver Provider Rate Study - Provider Survey Analysis**  
**prepared for Developmental Disabilities Division**

**Program Support Rates and Expenses**

<i>Summary</i>	<b>All Respondents</b>		<b>Respondents &gt;0% and &lt;50% Rate</b>	
	<b>I/DD Program</b>	<b>All Other</b>	<b>I/DD Program</b>	<b>All Other</b>
Providers	11	4	11	4
Median Rate	15.1%	3.3%	15.1%	3.3%
Weighted Average Rate	16.0%	5.1%	16.0%	3.7%
<i>Detail by Expenditure Category</i>				
Wages and Salaries	\$1,891,152	\$168,427	\$1,891,152	\$168,427
Payroll taxes and benefits	\$564,620	\$36,566	\$564,620	\$36,566
<b>Subtotal - Staffing Costs</b>	<b>\$2,455,773</b>	<b>\$204,993</b>	<b>\$2,455,773</b>	<b>\$204,993</b>
Benefits Rate	23.0%	17.8%	23.0%	17.8%
Non-program facilities rent/mortgage/depreciation	\$212,227	\$9,881	\$212,227	\$9,881
Non-program facilities repairs and modifications	\$25,384	\$838	\$25,384	\$838
Non-program facilities maintenance/janitorial/landscaping	\$12,254	\$150	\$12,254	\$150
Non-program facilities utilities/telecommunications/etc.	\$46,879	\$4,317	\$46,879	\$4,317
Agency owned/leased vehicle expenses	\$37,342	\$6,354	\$37,342	\$6,354
Reimbursement for use of staff personal vehicles	\$52,060	\$7,149	\$52,060	\$7,149
Other travel related expenses (e.g., out of state travel)	\$18,442	\$0	\$18,442	\$0
General excise taxes	\$0	\$0	\$0	\$0
Other taxes (excludes payroll taxes and personal income taxes)	\$0	\$0	\$0	\$0
Interest expense (non-mortgage and non-vehicle)	\$0	\$0	\$0	\$0
All general insurance (excludes vehicle insurance and staff benefits)	\$0	\$0	\$0	\$0
Licensing/certification/accreditation fees	\$14,401	\$8,517	\$14,401	\$6,035
Hiring expenses (e.g., advertising, background checks, placement fees)	\$42,874	\$20,538	\$42,874	\$6,897
Organizational culture building and employee retention activities	\$19,807	\$18,158	\$19,807	\$2,285
Training Expense (e.g., fees and materials; exclude staff costs)	\$51,741	\$18,443	\$51,741	\$4,222
Office equipment and furniture	\$56,722	\$13,969	\$56,722	\$3,394
Information technology expense (e.g., computers and software)	\$105,306	\$19,618	\$105,306	\$14,468
Office supplies	\$93,989	\$32,719	\$93,989	\$7,376
Advertising	\$19,649	\$10,777	\$19,649	\$547
Dues and subscriptions	\$16,802	\$18,096	\$16,802	\$12,812
Payroll processing costs	\$120,598	\$59,444	\$120,598	\$38,742
Professional consulting - legal/accounting/interpretation/etc.	\$15,187	\$13,914	\$15,187	\$501
Allocated corporate office overhead	\$0	\$0	\$0	\$0
Other	\$24,167	\$0	\$24,167	\$0
<b>Subtotal - Other Operating Costs</b>	<b>\$985,830</b>	<b>\$262,882</b>	<b>\$985,830</b>	<b>\$125,968</b>
<b>Total Costs</b>	<b>\$3,441,603</b>	<b>\$467,875</b>	<b>\$3,441,603</b>	<b>\$330,961</b>
<b>Revenues</b>	<b>\$21,460,248</b>	<b>\$9,238,989</b>	<b>\$21,460,248</b>	<b>\$8,841,762</b>