

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

18th Floor FY2021

Day Shift - note CNC's are not included in direct care hours

% FTE Allocation	Low ≤ 2.57 7.65 HPPD				Medium 8.7/8.5 hppd 2.58-3.14 8.50 HPPD				High ≥ 3.15 9.35 HPPD				
	Census	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
39%	ADC=20.2	RN	PCT			RN	PCT			RN	PCT		
	32	6.0	5.0	11.0	11.9	7.0	6.0	13.0	13.3	7.0	7.0	14.0	14.6
	31	6.0	5.0	11.0	11.6	6.0	6.0	12.0	12.8	7.0	7.0	14.0	14.1
	30	6.0	5.0	11.0	11.2	6.0	6.0	12.0	12.4	7.0	6.0	13.0	13.7
	29	5.0	5.0	10.0	10.8	6.0	6.0	12.0	12.0	7.0	6.0	13.0	13.2
	28	5.0	5.0	10.0	10.4	6.0	5.0	11.0	11.6	7.0	6.0	13.0	12.8
	27	5.0	5.0	10.0	10.1	6.0	5.0	11.0	11.2	6.0	6.0	12.0	12.3
	26	5.0	4.0	9.0	9.7	5.0	5.0	10.0	10.8	6.0	6.0	12.0	11.9
	25	5.0	4.0	9.0	9.3	5.0	5.0	10.0	10.4	6.0	5.0	11.0	11.4
	24	5.0	4.0	9.0	9.0	5.0	5.0	10.0	9.9	6.0	5.0	11.0	10.9
	23	4.0	4.0	8.0	8.6	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.5
	22	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.1	5.0	4.0	9.0	10.0
	21	4.0	4.0	8.0	7.8	4.0	4.0	8.0	8.7	5.0	4.0	9.0	9.6
	20	4.0	3.0	7.0	7.5	4.0	4.0	8.0	8.3	5.0	4.0	9.0	9.1
	19	4.0	3.0	7.0	7.1	4.0	4.0	8.0	7.9	4.0	4.0	8.0	8.7
	18	4.0	3.0	7.0	6.7	4.0	3.0	7.0	7.5	4.0	4.0	8.0	8.2
	17	3.0	3.0	6.0	6.3	4.0	3.0	7.0	7.0	4.0	3.0	7.0	7.7
	16	3.0	3.0	6.0	6.0	3.0	3.0	6.0	6.6	4.0	3.0	7.0	7.3
	15	3.0	2.0	5.0	5.6	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.8
	14	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.4
	13	3.0	2.0	5.0	4.8	3.0	2.0	5.0	5.4	3.0	2.0	5.0	5.9
	12	3.0	1.0	4.0	4.5	3.0	2.0	5.0	5.0	3.0	2.0	5.0	5.5
	11	3.0	1.0	4.0	4.1	3.0	1.0	4.0	4.6	3.0	2.0	5.0	5.0
	10	3.0	1.0	4.0	3.7	3.0	1.0	4.0	4.1	3.0	1.0	4.0	4.6
	9	3.0	1.0	4.0	3.4	3.0	1.0	4.0	3.7	3.0	1.0	4.0	4.1
	8	3.0	0.0	3.0	3.0	3.0	0.0	3.0	3.3	3.0	0.0	3.0	3.6

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

18th Floor FY2021

Evening Shift

% FTE Allocation	Low				Medium				High			
	<= 2.57				2.58-3.14				>= 3.15			
	7.65 HPPD				8.50 HPPD				9.35 HPPD			
Census ADC=20.2	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	PCT			RN	PCT			RN	PCT		
32	6.0	5.0	11.0	11.6	7.0	6.0	13.0	12.9	7.0	7.0	14.0	14.2
31	6.0	5.0	11.0	11.3	6.0	6.0	12.0	12.5	7.0	6.0	13.0	13.8
30	5.0	5.0	10.0	10.9	6.0	6.0	12.0	12.1	7.0	6.0	13.0	13.3
29	5.0	5.0	10.0	10.5	6.0	5.0	11.0	11.7	7.0	6.0	13.0	12.9
28	5.0	5.0	10.0	10.2	6.0	5.0	11.0	11.3	7.0	6.0	13.0	12.4
27	5.0	4.0	9.0	9.8	6.0	4.5	10.5	10.9	6.0	5.0	11.0	12.0
26	5.0	4.0	9.0	9.4	6.0	4.0	10.0	10.5	6.0	5.0	11.0	11.5
25	5.0	4.0	9.0	9.1	6.0	4.0	10.0	10.1	6.0	5.0	11.0	11.1
24	4.0	4.0	8.0	8.7	6.0	4.0	10.0	9.7	6.0	5.0	11.0	10.7
23	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.3	5.0	5.0	10.0	10.2
22	4.0	4.0	8.0	8.0	5.0	4.0	9.0	8.9	5.0	4.0	9.0	9.8
21	4.0	3.0	7.0	7.6	5.0	4.0	9.0	8.5	5.0	4.0	9.0	9.3
20	4.0	3.0	7.0	7.3	5.0	4.0	9.0	8.1	5.0	4.0	9.0	8.9
19	3.0	3.0	6.0	6.9	4.0	4.0	8.0	7.7	4.0	4.0	8.0	8.4
18	3.0	3.0	6.0	6.5	4.0	4.0	8.0	7.3	4.0	4.0	8.0	8.0
17	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.9	4.0	3.0	7.0	7.6
16	3.0	3.0	6.0	5.8	4.0	3.0	7.0	6.5	4.0	3.0	7.0	7.1
15	3.0	2.0	5.0	5.5	4.0	3.0	7.0	6.1	4.0	3.0	7.0	6.7
14	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.2
13	3.5	2.0	5.5	4.7	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.8
12	3.0	1.0	4.0	4.4	3.0	2.0	5.0	4.8	3.0	2.0	5.0	5.3
11	3.0	1.0	4.0	4.0	3.0	2.0	5.0	4.4	3.0	2.0	5.0	4.9
10	3.0	1.0	4.0	3.6	3.0	1.0	4.0	4.0	3.0	1.0	4.0	4.4
9	3.0	0.0	3.0	3.3	3.0	1.0	4.0	3.6	3.0	1.0	4.0	4.0
8	3.0	0.0	3.0	2.9	3.0	0.0	3.0	3.2	3.0	1.0	4.0	3.6

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18th Floor FY2021

Night Shift

% FTE Allocation	Low				Medium				HIGH			
	<= 2.57				2.58-3.14				>= 3.15			
	7.65 HPPD				8.50 HPPD				9.35 HPPD			
Census ADC=20.2	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	PCT			RN	PCT			RN	PCT		
32	4.0	3.0	7.0	7.0	5.0	3.0	8.0	7.8	5.0	4.0	9.0	8.6
31	4.0	3.0	7.0	6.8	5.0	3.0	8.0	7.6	5.0	4.0	9.0	8.3
30	4.0	3.0	7.0	6.6	5.0	3.0	8.0	7.3	4.0	4.0	8.0	8.1
29	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.1	4.0	4.0	8.0	7.8
28	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.8	4.0	4.0	8.0	7.5
27	3.0	3.0	6.0	5.9	4.0	3.0	7.0	6.6	4.0	3.0	7.0	7.3
26	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.0
25	3.0	2.0	5.0	5.5	3.0	3.0	6.0	6.1	4.0	3.0	7.0	6.7
24	3.0	2.5	5.5	5.3	3.0	3.0	6.0	5.9	4.0	3.0	7.0	6.5
23	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.6	3.0	3.0	6.0	6.2
22	3.0	2.0	5.0	4.8	3.0	3.0	6.0	5.4	3.0	3.0	6.0	5.9
21	3.0	2.0	5.0	4.6	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.6
20	3.0	1.0	4.0	4.4	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.4
19	3.0	1.0	4.0	4.2	3.0	2.0	5.0	4.6	3.0	2.0	5.0	5.1
18	3.0	1.0	4.0	4.0	3.0	1.0	4.0	4.4	3.0	2.0	5.0	4.8
17	3.0	1.0	4.0	3.7	3.0	1.0	4.0	4.2	3.0	2.0	5.0	4.6
16	3.0	1.0	4.0	3.5	3.0	1.0	4.0	3.9	3.0	1.0	4.0	4.3
15	3.0	1.0	4.0	3.3	3.0	1.0	4.0	3.7	3.0	1.0	4.0	4.0
14	3.0	0.0	3.0	3.1	3.0	1.0	4.0	3.4	3.0	1.0	4.0	3.8
13	3.0	0.0	3.0	2.9	3.0	0.0	3.0	3.2	3.0	1.0	4.0	3.5
12	3.0	0.0	3.0	2.6	3.0	0.0	3.0	2.9	3.0	1.0	4.0	3.2
11	3.0	0.0	3.0	2.4	3.0	0.0	3.0	2.7	3.0	0.0	3.0	3.0
10	3.0	0.0	3.0	2.2	3.0	0.0	3.0	2.4	3.0	0.0	3.0	2.7
9	3.0	0.0	3.0	2.0	3.0	0.0	3.0	2.2	3.0	0.0	3.0	2.4
8	3.0	0.0	3.0	1.8	3.0	0.0	3.0	2.0	3.0	0.0	3.0	2.2

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour

Shirley Ryan Ability Lab

19th Floor FY2021

Day Shift - note CNC's are not included in direct care hours

% FTE Allocation	Low ≤ 2.44 7.29 HPPD				Medium 8.3/8.1 2.45-2.97 8.10 HPPD				High ≥ 2.98 8.91 HPPD				
	Census ADC=32.3	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
		RN	PCT			RN	PCT			RN	PCT		
36	6	6	12.0	12.1	7	6	13.0	13.5	7	7	14.0	14.8	
35	6	6	12.0	11.8	7	6	13.0	13.1	7	7	14.0	14.4	
34	6	5	11.0	11.5	6	6	12.0	12.7	7	7	14.0	14.0	
33	6.0	5.0	11.0	11.1	6.0	6.0	12.0	12.4	7.0	6.0	13.0	13.6	
32	6.0	5.0	11.0	10.8	6.0	6.0	12.0	12.0	7.0	6.0	13.0	13.2	
31	5.0	5.0	10.0	10.5	6.0	5.0	11.0	11.6	6.0	6.0	12.0	12.8	
30	5.0	5.0	10.0	10.1	6.0	5.0	11.0	11.2	6.0	6.0	12.0	12.4	
29	5.0	4.0	9.0	9.8	6.0	5.0	11.0	10.9	6.0	6.0	12.0	12.0	
28	5.0	4.0	9.0	9.4	5.0	5.0	10.0	10.5	6.0	5.0	11.0	11.5	
27	5.0	4.0	9.0	9.1	5.0	5.0	10.0	10.1	5.0	5.0	10.0	11.1	
26	4.0	4.0	8.0	8.8	5.0	5.0	10.0	9.7	5.0	5.0	10.0	10.7	
25	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.4	5.0	5.0	10.0	10.3	
24	4.0	4.0	8.0	8.1	5.0	4.0	9.0	9.0	5.0	4.0	9.0	9.9	
23	4.0	3.0	7.0	7.8	4.0	4.0	8.0	8.6	5.0	4.0	9.0	9.5	
22	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.1	
21	4.0	3.0	7.0	7.1	4.0	4.0	8.0	7.9	4.0	4.0	8.0	8.7	
20	3.0	3.0	6.0	6.7	4.0	3.0	7.0	7.5	4.0	4.0	8.0	8.2	
19	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.1	4.0	3.0	7.0	7.8	
18	3.0	3.0	6.0	6.1	3.0	3.0	6.0	6.7	4.0	3.0	7.0	7.4	
17	3.0	2.0	5.0	5.7	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.0	
16	3.0	2.0	5.0	5.4	3.0	3.0	6.0	6.0	3.0	3.0	6.0	6.6	
15	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.6	3.0	3.0	6.0	6.2	

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Shirley Ryan Ability Lab

19th Floor FY2021

Evening Shift

% FTE Allocation	Low				Medium				High			
	<= 2.44				2.45-2.97				>= 2.98			
	7.29 HPPD				8.10 HPPD				8.91 HPPD			
Census ADC=32.3	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	PCT			RN	PCT			RN	PCT		
36	6	6	12.0	12.5	7	6.5	13.5	13.9	7.5	7	14.5	15.2
35	6	6	12.0	12.1	7	6	13.0	13.5	7	7	14.0	14.8
34	6	5.5	11.5	11.8	7	6	13.0	13.1	7	7	14.0	14.4
33	6.0	5.5	11.5	11.4	6.5	6.0	12.5	12.7	7.0	6.5	13.5	14.0
32	6.0	5.0	11.0	11.1	6.0	6.0	12.0	12.3	7.0	6.0	13.0	13.5
31	5.0	5.0	10.0	10.7	6.0	5.5	11.5	11.9	7.0	6.0	13.0	13.1
30	5.0	5.0	10.0	10.4	6.0	5.0	11.0	11.5	6.0	6.0	12.0	12.7
29	5.0	5.0	10.0	10.0	5.5	5.0	10.5	11.2	5.5	5.0	10.5	12.3
28	5.0	4.5	9.5	9.7	5.0	5.0	10.0	10.8	5.5	5.0	10.5	11.9
27	5.0	4.0	9.0	9.3	5.0	4.5	9.5	10.4	5.5	5.0	10.5	11.4
26	5.0	4.0	9.0	9.0	5.0	4.5	9.5	10.0	5.0	5.0	10.0	11.0
25	4.5	4.0	8.5	8.7	5.0	4.0	9.0	9.6	5.0	4.5	9.5	10.6
24	4.0	4.0	8.0	8.3	4.5	4.0	8.5	9.2	5.0	4.5	9.5	10.2
23	4.0	4.0	8.0	8.0	4.5	4.0	8.5	8.8	5.0	4.0	9.0	9.7
22	4.0	3.5	7.5	7.6	4.5	3.0	7.5	8.5	4.5	4.0	8.5	9.3
21	4.0	3.0	7.0	7.3	4.0	3.0	7.0	8.1	4.0	4.0	8.0	8.9
20	3.5	3.0	6.5	6.9	4.0	3.0	7.0	7.7	4.0	4.0	8.0	8.5
19	3.5	3.0	6.5	6.6	3.5	3.0	6.5	7.3	4.0	3.0	7.0	8.0
18	3.5	2.5	6.0	6.2	3.0	3.0	6.0	6.9	4.0	3.0	7.0	7.6
17	3.0	2.5	5.5	5.9	3.0	3.0	6.0	6.5	3.5	3.0	6.5	7.2
16	3.0	2.0	5.0	5.5	3.0	3.0	6.0	6.2	3.0	3.0	6.0	6.8
15	2.0	2.0	4.0	5.2	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.3

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Night Shift

% FTE Allocation	Low				Medium				HIGH			
	<= 2.44				2.45-2.97				>= 2.98			
	7.29 HPPD				8.10 HPPD				8.91 HPPD			
25%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
ADC=32.3	RN	PCT			RN	PCT			RN	PCT		
36	4	4	8.0	8.2	5	4	9.0	9.1	5	5	10.0	10.0
35	4	4	8.0	8.0	5	4	9.0	8.9	5	4	9.0	9.7
34	4	3	7.0	7.7	4	4	8.0	8.6	5	4	9.0	9.5
33	4.0	3.0	7.0	7.5	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.2
32	4.0	3.0	7.0	7.3	4.0	4.0	8.0	8.1	5.0	4.0	9.0	8.9
31	4.0	3.0	7.0	7.1	4.0	4.0	8.0	7.8	4.0	4.0	8.0	8.6
30	3.0	3.0	6.0	6.8	4.0	4.0	8.0	7.6	4.0	4.0	8.0	8.4
29	3.0	3.0	6.0	6.6	4.0	3.0	7.0	7.3	4.0	4.0	8.0	8.1
28	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.1	4.0	3.0	7.0	7.8
27	3.0	3.0	6.0	6.2	3.0	3.0	6.0	6.8	4.0	3.0	7.0	7.5
26	3.0	3.0	6.0	5.9	3.0	3.0	6.0	6.6	4.0	3.0	7.0	7.2
25	3.0	2.0	5.0	5.7	3.0	3.0	6.0	6.3	4.0	3.0	7.0	7.0
24	3.0	2.0	5.0	5.5	3.0	3.0	6.0	6.1	3.0	3.0	6.0	6.7
23	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.4
22	3.0	2.0	5.0	5.0	3.0	2.0	5.0	5.6	3.0	3.0	6.0	6.1
21	2.0	2.0	4.0	4.8	2.0	2.0	4.0	5.3	3.0	2.0	5.0	5.8
20	2.0	2.0	4.0	4.6	2.0	2.0	4.0	5.1	3.0	2.0	5.0	5.6
19	2.0	2.0	4.0	4.3	2.0	2.0	4.0	4.8	3.0	2.0	5.0	5.3
18	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.6	3.0	2.0	5.0	5.0
17	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.3	2.0	2.0	4.0	4.7
16	2.0	1.0	3.0	3.6	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.5
15	2.0	1.0	3.0	3.4	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

20th Floor FY2021

Day Shift - note CNC's are not included in direct care hours

% FTE Allocation	Low ≤ 2.57 7.20 HPPD				Medium 8.2/7.95 2.58-3.14 8.00 HPPD				High ≥ 3.15 8.80 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	ADC=24	RN			PCT	RN			PCT	RN		
36			0.0	12.6			0.0	14.0			0.0	15.4
35			0.0	12.3			0.0	13.7			0.0	15.0
34			0.0	11.9			0.0	13.3			0.0	14.6
33			0.0	11.6			0.0	12.9			0.0	14.2
32	6.0	5.0	11.0	11.2	6.0	6.0	12.0	12.5	7.0	6.0	13.0	13.7
31	6.0	5.0	11.0	10.9	6.0	6.0	12.0	12.1	7.0	6.0	13.0	13.3
30	5.0	5.0	10.0	10.5	6.0	5.0	11.0	11.7	6.0	6.0	12.0	12.9
29	5.0	5.0	10.0	10.2	6.0	5.0	11.0	11.3	6.0	6.0	12.0	12.4
28	5.0	5.0	10.0	9.8	6.0	5.0	11.0	10.9	6.0	6.0	12.0	12.0
27	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.5	6.0	5.0	11.0	11.6
26	5.0	4.0	9.0	9.1	5.0	5.0	10.0	10.1	6.0	5.0	11.0	11.2
25	5.0	4.0	9.0	8.8	5.0	5.0	10.0	9.8	5.0	5.0	10.0	10.7
24	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.4	5.0	5.0	10.0	10.3
23	4.0	4.0	8.0	8.1	5.0	4.0	9.0	9.0	5.0	5.0	10.0	9.9
22	4.0	3.0	7.0	7.7	4.0	4.0	8.0	8.6	5.0	4.0	9.0	9.4
21	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.0
20	4.0	3.0	7.0	7.0	4.0	4.0	8.0	7.8	4.0	4.0	8.0	8.6
19	3.0	3.0	6.0	6.7	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.2
18	3.0	3.0	6.0	6.3	4.0	3.0	7.0	7.0	4.0	3.0	7.0	7.7
17	3.0	3.0	6.0	6.0	3.0	3.0	6.0	6.6	4.0	3.0	7.0	7.3
16	3.0	2.0	5.0	5.6	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.9
15	3.0	2.0	5.0	5.3	3.0	3.0	6.0	5.9	3.0	3.0	6.0	6.4
14	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.5	3.0	3.0	6.0	6.0
13	2.0	2.0	4.0	4.6	3.0	2.0	5.0	5.1	3.0	2.0	5.0	5.6

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

20th Floor FY2021

Evening Shift

% FTE Allocation	Low				Medium				High			
	<= 2.57				2.58-3.14				>= 3.15			
	7.20 HPPD				8.00 HPPD				8.80 HPPD			
Census ADC=24	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	PCT			RN	PCT			RN	PCT		
36.0			0.0	12.3			0.0	13.7			0.0	15.0
35.0			0.0	12.0			0.0	13.3			0.0	14.6
34.0			0.0	11.6			0.0	12.9			0.0	14.2
33.0			0.0	11.3			0.0	12.5			0.0	13.8
32.0	6.0	5.0	11.0	10.9	6.0	6.0	12.0	12.2	7.0	6.5	13.5	13.4
31.0	5.5	5.0	10.5	10.6	6.0	6.0	12.0	11.8	7.0	6.0	13.0	13.0
30.0	5.0	5.0	10.0	10.3	6.0	5.5	11.5	11.4	6.5	6.0	12.5	12.5
29	5.0	5.0	10.0	9.9	6.0	5.0	11.0	11.0	6.0	6.0	12.0	12.1
28	5.0	4.5	9.5	9.6	5.5	5.0	10.5	10.6	6.0	5.5	11.5	11.7
27	5.0	4.0	9.0	9.2	5.0	5.0	10.0	10.3	6.0	5.0	11.0	11.3
26	5.0	4.0	9.0	8.9	5.0	5.0	10.0	9.9	6.0	5.0	11.0	10.9
25	4.5	4.0	8.5	8.6	5.0	4.5	9.5	9.5	5.5	5.0	10.5	10.5
24	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.1	5.0	5.0	10.0	10.0
23	4.0	4.0	8.0	7.9	4.5	4.0	8.5	8.7	5.0	4.5	9.5	9.6
22	4.0	3.5	7.5	7.5	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.2
21	4.0	3.0	7.0	7.2	4.0	4.0	8.0	8.0	4.5	4.0	8.5	8.8
20	4.0	3.0	7.0	6.8	4.0	3.5	7.5	7.6	4.0	4.0	8.0	8.4
19	4.0	2.5	6.5	6.5	4.0	3.0	7.0	7.2	4.0	4.0	8.0	7.9
18	3.0	3.0	6.0	6.2	3.5	3.0	6.5	6.8	4.0	3.5	7.5	7.5
17	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.1
16	3.0	2.5	5.5	5.5	3.0	3.0	6.0	6.1	3.5	3.0	6.5	6.7
15	3.0	2.0	5.0	5.1	3.0	2.5	5.5	5.7	3.0	3.0	6.0	6.3
14	2.5	2.5	5.0	4.8	3.0	2.0	5.0	5.3	3.0	3.0	9.0	5.9

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

20th Floor FY2021

Night Shift

% FTE Allocation	Low				Medium				HIGH			
	<= 2.57				2.58-3.14				>= 3.15			
	7.20 HPPD				8.00 HPPD				8.80 HPPD			
Census ADC=24	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	PCT			RN	PCT			RN	PCT		
36				7.5				8.3				9.1
35				7.2				8.1				8.9
34				7.0				7.8				8.6
33				6.8				7.6				8.3
32	4.0	3.0	7.0	6.6	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.1
31	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.1	4.0	4.0	8.0	7.8
30	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.9	4.0	4.0	8.0	7.6
29	3.0	3.0	6.0	6.0	3.0	3.0	6.0	6.7	4.0	3.0	7.0	7.3
28	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.1
27	3.0	3.0	6.0	5.6	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.8
26	3.0	3.0	6.0	5.4	3.0	3.0	6.0	6.0	3.0	3.0	6.0	6.6
25	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.3
24	3.0	2.0	5.0	5.0	3.0	3.0	6.0	5.5	3.0	3.0	6.0	6.1
23	3.0	2.0	5.0	4.8	3.0	2.0	5.0	5.3	3.0	3.0	6.0	5.8
22	3.0	2.0	5.0	4.6	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.6
21	3.0	2.0	5.0	4.3	3.0	2.0	5.0	4.8	3.0	2.0	5.0	5.3
20	2.0	2.0	4.0	4.1	3.0	2.0	5.0	4.6	3.0	2.0	5.0	5.1
19	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.4	3.0	2.0	5.0	4.8
18	2.0	2.0	4.0	3.7	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.6
17	2.0	2.0	4.0	3.5	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.3
16	2.0	1.0	3.0	3.3	2.0	2.0	4.0	3.7	2.0	2.0	4.0	4.0
15	2.0	1.0	3.0	3.1	2.0	2.0	4.0	3.5	2.0	2.0	4.0	3.8
14	2.0	1.0	3.0	2.9	2.0	1.0	3.0	3.2	2.0	1.0	3.0	3.5
13	2.0	1.0	3.0	2.7	2.0	1.0	3.0	3.0	2.0	1.0	3.0	3.3
12	2.0	0.0	2.0	2.5	2.0	1.0	3.0	2.8	2.0	1.0	3.0	3.0

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

21st Floor FY2021

Day Shift - note CNC's are not included in direct care hours

% FTE Allocation	Low ≤ 2.67 7.47 HPPD				Medium 8.5/8.3 2.68-3.26 8.30 HPPD				High ≥ 3.27 9.13 HPPD			
	37%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs
ADC=22.8	RN	PCT	RN			PCT	RN			PCT		
24	4.0	4.0	8.0	8.3	5.0	4.0	9.0	9.2	5.0	5.0	10.0	10.1
23	4.0	4.0	8.0	7.9	4.0	4.0	8.0	8.8	5.0	4.0	9.0	9.7
22	4.0	4.0	8.0	7.6	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.3
21	4.0	3.0	7.0	7.3	4.0	4.0	8.0	8.1	4.0	4.0	8.0	8.9
20	4.0	3.0	7.0	6.9	4.0	4.0	8.0	7.7	4.0	4.0	8.0	8.4
19	4.0	3.0	7.0	6.6	4.0	3.0	7.0	7.3	4.0	4.0	8.0	8.0
18	3.0	3.0	6.0	6.2	3.0	3.0	6.0	6.9	4.0	3.0	7.0	7.6
17	3.0	3.0	6.0	5.9	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.2
16	3.0	3.0	6.0	5.5	3.0	3.0	6.0	6.1	3.0	3.0	6.0	6.8
15	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.3
14	3.0	2.0	5.0	4.8	3.0	2.0	5.0	5.4	3.0	3.0	6.0	5.9
13	2.0	2.0	4.0	4.5	3.0	2.0	5.0	5.0	3.0	2.0	5.0	5.5
12	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.6	3.0	2.0	5.0	5.1
11	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2	2.0	2.0	4.0	4.6
10	2.0	1.0	3.0	3.5	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

21st Floor FY2021

Evening Shift

% FTE Allocation 38%	Low ≤ 2.67 7.47 HPPD				Medium 2.68-3.26 8.30 HPPD				High ≥ 3.27 9.13 HPPD				
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	
	RN	PCT			RN	PCT			RN	PCT			
ADC=22.8													
	24	4.0	4.0	8.0	8.5	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.4
	23	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.1	5.0	5.0	10.0	10.0
	22	4.0	4.0	8.0	7.8	4.5	4.0	8.5	8.7	5.0	4.0	9.0	9.5
	21	4.0	3.0	7.0	7.5	4.0	4.0	8.0	8.3	5.0	4.0	9.0	9.1
	20	4.0	3.0	7.0	7.1	4.0	4.0	8.0	7.9	4.5	4.0	8.5	8.7
	19	3.5	3.0	6.5	6.7	4.0	3.5	7.5	7.5	4.0	4.0	8.0	8.2
	18	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.1	4.0	3.5	7.5	7.8
	17	3.0	2.5	5.5	6.0	3.5	3.0	6.5	6.7	4.0	3.0	7.0	7.4
	16	3.0	2.0	5.0	5.7	3.0	3.0	6.0	6.3	3.5	3.0	6.5	6.9
	15	3.0	2.0	5.0	5.3	3.0	3.0	6.0	5.9	3.0	3.0	6.0	6.5
	14	3.0	2.0	5.0	5.0	3.0	2.5	5.5	5.5	3.0	3.0	6.0	6.1
	13	2.5	2.0	4.5	4.6	3.0	2.0	5.0	5.1	3.0	2.5	5.5	5.6
	12	2.0	2.0	4.0	4.3	2.5	2.0	4.5	4.7	3.0	2.0	5.0	5.2
	11	2.0	1.5	3.5	3.9	2.0	2.0	4.0	4.3	2.0	2.0	4.0	4.8
	10	2.0	1.5	3.5	3.5	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.3

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

21st Floor FY2021

Night Shift

% FTE Allocation	Low				Medium				HIGH			
	<= 2.67				2.68-3.26				>= 3.27			
	7.47 HPPD				8.30 HPPD				9.13 HPPD			
Census ADC=22.8	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	PCT			RN	PCT			RN	PCT		
24	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.3	4.0	3.0	7.0	7.0
23	3.0	3.0	6.0	5.5	3.0	3.0	6.0	6.1	3.0	3.0	6.0	6.7
22	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.4
21	3.0	2.0	5.0	5.0	3.0	3.0	6.0	5.6	3.0	3.0	6.0	6.1
20	3.0	2.0	5.0	4.8	3.0	2.0	5.0	5.3	3.0	3.0	6.0	5.8
19	2.0	2.0	4.0	4.5	3.0	2.0	5.0	5.0	3.0	3.0	6.0	5.5
18	2.0	2.0	4.0	4.3	3.0	2.0	5.0	4.8	3.0	2.0	5.0	5.2
17	2.0	2.0	4.0	4.0	2.0	2.0	4.0	4.5	3.0	2.0	5.0	4.9
16	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2	2.0	2.0	4.0	4.7
15	2.0	1.0	3.0	3.6	2.0	2.0	4.0	4.0	2.0	2.0	4.0	4.4
14	2.0	1.0	3.0	3.3	2.0	2.0	4.0	3.7	2.0	2.0	4.0	4.1
13	2.0	1.0	3.0	3.1	2.0	1.0	3.0	3.4	2.0	2.0	4.0	3.8
12	2.0	0.0	2.0	2.9	2.0	1.0	3.0	3.2	2.0	1.0	3.0	3.5
11	2.0	0.0	2.0	2.6	2.0	1.0	3.0	2.9	2.0	1.0	3.0	3.2
10	2.0	0.0	2.0	2.4	2.0	0.0	2.0	2.6	2.0	1.0	3.0	2.9

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

22nd Floor FY2021

Day Shift - note CNC's are not included in direct care hours

% FTE Allocation	Low ≤ 2.67				Medium 8.5/8.3 HPPD 2.68-3.26				High ≥ 3.27			
	7.47 HPPD				8.30 HPPD				9.13 HPPD			
	Census ADC=27.2	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs
	RN	PCT			RN	PCT			RN	PCT		
32	6	5	11.0	10.9	7	5	12.0	12.1	7	6	13.0	13.3
31	5	5	10.0	10.6	7	5	12.0	11.7	7	5	12.0	12.9
30	5	5	10.0	10.2	6	5	11.0	11.4	7	5	12.0	12.5
29	5	4	9.0	9.9	6	5	11.0	11.0	7	5	12.0	12.1
28	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.6	6.0	5.0	11.0	11.7
27	5.0	4.0	9.0	9.2	5.0	5.0	10.0	10.2	6.0	5.0	11.0	11.2
26	5.0	4.0	9.0	8.9	5.0	5.0	10.0	9.8	5.0	5.0	10.0	10.8
25	4.0	4.0	8.0	8.5	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.4
24	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.1	5.0	4.0	9.0	10.0
23	4.0	3.0	7.0	7.8	4.0	4.0	8.0	8.7	5.0	4.0	9.0	9.6
22	4.0	3.0	7.0	7.5	4.0	4.0	8.0	8.3	5.0	4.0	9.0	9.2
21	4.0	3.0	7.0	7.2	4.0	3.0	7.0	8.0	4.0	4.0	8.0	8.7
20	3.0	3.0	6.0	6.8	4.0	3.0	7.0	7.6	4.0	4.0	8.0	8.3
19	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.2	4.0	3.0	7.0	7.9
18	3.0	3.0	6.0	6.1	4.0	3.0	7.0	6.8	4.0	3.0	7.0	7.5
17	3.0	2.0	5.0	5.8	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.1
16	3.0	2.0	5.0	5.5	3.0	3.0	6.0	6.1	3.0	3.0	6.0	6.7
15	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.2
14	2.0	2.0	4.0	4.8	3.0	2.0	5.0	5.3	3.0	2.0	5.0	5.8
13	2.0	2.0	4.0	4.4	2.0	2.0	4.0	4.9	3.0	2.0	5.0	5.4
12	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.5	3.0	2.0	5.0	5.0
11	2.0	2.0	4.0	3.7	2.0	2.0	4.0	4.2	2.0	2.0	4.0	4.6
10	2.0	1.0	3.0	3.4	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

22nd Floor FY2021

Evening Shift

% FTE Allocation	Low				Medium				High			
	<= 2.67				2.68-3.26				>= 3.27			
	7.47 HPPD				8.30 HPPD				9.13 HPPD			
Census ADC=27.2	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	PCT			RN	PCT			RN	PCT		
32	6	5	11.0	10.9	7	5	12.0	12.1	7	6	13.0	13.3
31	6	5	11.0	10.6	7	5	12.0	11.7	7	6	13.0	12.9
30	5	5	10.0	10.2	6	5	11.0	11.4	7	6	13.0	12.5
29	5	5	10.0	9.9	6	5	11.0	11.0	7	5	12.0	12.1
28	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.6	7.0	5.0	12.0	11.7
27	5.0	4.0	9.0	9.2	5.0	5.0	10.0	10.2	6.0	5.0	11.0	11.2
26	5.0	4.0	9.0	8.9	5.0	5.0	10.0	9.8	6.0	5.0	11.0	10.8
25	4.0	4.0	8.0	8.5	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.4
24	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.1	5.0	5.0	10.0	10.0
23	4.0	4.0	8.0	7.8	5.0	4.0	9.0	8.7	5.0	4.0	9.0	9.6
22	4.0	4.0	8.0	7.5	4.0	4.0	8.0	8.3	5.0	4.0	9.0	9.2
21	4.0	3.0	7.0	7.2	4.0	4.0	8.0	8.0	5.0	4.0	9.0	8.7
20	4.0	3.0	7.0	6.8	4.0	3.0	7.0	7.6	4.0	4.0	8.0	8.3
19	4.0	3.0	7.0	6.5	4.0	3.0	7.0	7.2	4.0	4.0	8.0	7.9
18	3.0	3.0	6.0	6.1	4.0	3.0	7.0	6.8	4.0	3.0	7.0	7.5
17	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.1
16	3.0	3.0	6.0	5.5	3.0	3.0	6.0	6.1	4.0	3.0	7.0	6.7
15	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.2
14	3.0	2.0	5.0	4.8	3.0	2.0	5.0	5.3	3.0	3.0	6.0	5.8
13	3.0	2.0	5.0	4.4	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.4
12	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.5	3.0	2.0	5.0	5.0
11	2.0	2.0	4.0	3.7	2.0	2.0	4.0	4.2	2.0	2.0	4.0	4.6
10	2.0	2.0	4.0	3.4	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

22nd Floor FY2021

Night Shift

% FTE Allocation	Low						Medium						HIGH					
	<= 2.67						2.68-3.26						>= 3.27					
	27%	7.47 HPPD					8.30 HPPD					9.13 HPPD						
Census ADC=27.2	Skill Level				Total FTEs	Staffing Target	Skill Level				Total FTEs	Staffing Target	Skill Level				Total FTEs	Staffing Target
	Chg	RN	LPN	PCT			Chg	RN	LPN	PCT			Chg	RN	LPN	PCT		
32		4		4	8.0	8.1		5		4	9.0	9.0		5		5	10.0	9.9
31		4		4	8.0	7.8		5		4	9.0	8.7		5		4	9.0	9.6
30		4		4	8.0	7.6		5		4	9.0	8.4		5		4	9.0	9.2
29		4		3	7.0	7.3		4		4	8.0	8.1		5		4	9.0	8.9
28		4.0		3.0	7.0	7.1		4.0		4.0	8.0	7.8		4.0		4.0	8.0	8.6
27		4.0		3.0	7.0	6.8		4.0		3.0	7.0	7.6		4.0		4.0	8.0	8.3
26		3.0		3.0	6.0	6.6		4.0		3.0	7.0	7.3		4.0		4.0	8.0	8.0
25		3.0		3.0	6.0	6.3		4.0		3.0	7.0	7.0		4.0		3.0	7.0	7.7
24		3.0		3.0	6.0	6.1		4.0		3.0	7.0	6.7		4.0		3.0	7.0	7.4
23		3.0		3.0	6.0	5.8		3.0		3.0	6.0	6.4		4.0		3.0	7.0	7.1
22		3.0		2.0	5.0	5.5		3.0		3.0	6.0	6.2		3.0		3.0	6.0	6.8
21		3.0		2.0	5.0	5.3		3.0		3.0	6.0	5.9		3.0		3.0	6.0	6.5
20		3.0		2.0	5.0	5.0		3.0		2.0	5.0	5.6		3.0		3.0	6.0	6.2
19		3.0		2.0	5.0	4.8		3.0		2.0	5.0	5.3		3.0		3.0	6.0	5.9
18		2.0		2.0	4.0	4.5		3.0		2.0	5.0	5.0		3.0		2.0	5.0	5.5
17		2.0		2.0	4.0	4.3		3.0		2.0	5.0	4.8		3.0		2.0	5.0	5.2
16		2.0		2.0	4.0	4.0		2.0		2.0	4.0	4.5		3.0		2.0	5.0	4.9
15		2.0		2.0	4.0	3.8		2.0		2.0	4.0	4.2		2.0		2.0	4.0	4.6
14		2.0		2.0	4.0	3.5		2.0		2.0	4.0	3.9		2.0		2.0	4.0	4.3
13		2.0		1.0	3.0	3.3		2.0		2.0	4.0	3.6		2.0		2.0	4.0	4.0
12		2.0		1.0	3.0	3.0		2.0		1.0	3.0	3.4		2.0		2.0	4.0	3.7
11		2.0		1.0	3.0	2.8		2.0		1.0	3.0	3.1		2.0		1.0	3.0	3.4
10		2.0		1.0	3.0	2.5		2.0		1.0	3.0	2.8		2.0		1.0	3.0	3.1

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

23rd Floor FY2021

Day Shift - note CNC's are not included in direct care hours

% FTE Allocation	Low ≤ 2.40 7.29 HPPD				Medium 8.3/8.10 2.41-2.93 8.10 HPPD				High ≥ 2.94 8.91 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	ADC=32	RN			PCT	RN			PCT	RN		
36	6.0	6.0	12.0	12.3	7.0	6.0	13.0	13.7	7.0	7.0	14.0	15.0
35	6.0	5.0	11.0	12.0	6.0	6.0	12.0	13.3	7.0	7.0	14.0	14.6
34	6.0	5.0	11.0	11.6	6.0	6.0	12.0	12.9	7.0	6.0	13.0	14.2
33	6.0	5.0	11.0	11.3	6.0	6.0	12.0	12.5	7.0	6.0	13.0	13.8
32	5.0	5.0	10.0	10.9	6.0	6.0	12.0	12.2	6.0	6.0	12.0	13.4
31	5.0	5.0	10.0	10.6	6.0	6.0	12.0	11.8	6.0	6.0	12.0	12.9
30	5.0	5.0	10.0	10.3	6.0	5.0	11.0	11.4	6.0	5.0	11.0	12.5
29	5.0	4.0	9.0	9.9	5.0	5.0	10.0	11.0	6.0	5.0	11.0	12.1
28	5.0	4.0	9.0	9.6	5.0	5.0	10.0	10.6	5.0	5.0	10.0	11.7
27	4.0	4.0	8.0	9.2	5.0	5.0	10.0	10.3	5.0	5.0	10.0	11.3
26	4.0	4.0	8.0	8.9	5.0	4.0	9.0	9.9	5.0	5.0	10.0	10.9
25	4.0	4.0	8.0	8.5	5.0	4.0	9.0	9.5	5.0	4.0	9.0	10.4
24	4.0	4.0	8.0	8.2	4.0	4.0	8.0	9.1	5.0	4.0	9.0	10.0
23	4.0	3.0	7.0	7.9	4.0	4.0	8.0	8.7	5.0	4.0	9.0	9.6
22	4.0	3.0	7.0	7.5	4.0	4.0	8.0	8.4	4.0	4.0	8.0	9.2
21	4.0	3.0	7.0	7.2	4.0	3.0	7.0	8.0	4.0	4.0	8.0	8.8
20	3.0	3.0	6.0	6.8	4.0	3.0	7.0	7.6	4.0	3.0	7.0	8.4
19	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.2	4.0	3.0	7.0	7.9
18	3.0	3.0	6.0	6.2	3.0	3.0	6.0	6.8	4.0	3.0	7.0	7.5
17	3.0	2.0	5.0	5.8	3.0	3.0	6.0	6.5	3.0	3.0	6.0	7.1
16	3.0	2.0	5.0	5.5	3.0	3.0	6.0	6.1	3.0	3.0	6.0	6.7
15	3.0	2.0	5.0	5.1	3.0	2.0	5.0	5.7	3.0	3.0	6.0	6.3
14	2.0	2.0	4.0	4.8	3.0	2.0	5.0	5.3	3.0	2.0	5.0	5.8
13	2.0	2.0	4.0	4.4	2.0	2.0	4.0	4.9	3.0	2.0	5.0	5.4
12	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.6	2.0	2.0	4.0	5.0
11	2.0	1.0	3.0	3.8	2.0	2.0	4.0	4.2	2.0	2.0	4.0	4.6
10	2.0	1.0	3.0	3.4	2.0	1.0	3.0	3.8	2.0	2.0	4.0	4.2

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

23rd Floor FY2021

Evening Shift

% FTE Allocation	Low				Medium				High			
	<= 2.40				2.41-2.93				>= 2.94			
	7.29 HPPD				7.57 HPPD				8.91 HPPD			
Census ADC=32	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	PCT			RN	PCT			RN	PCT		
36	6.0	5.0	11.0	12.1	6.5	6.0	12.5	13.5	7.0	7.0	14.0	14.8
35	6.0	5.0	11.0	11.8	6.0	6.0	12.0	13.1	7.0	7.0	14.0	14.4
34	6.0	5.0	11.0	11.5	6.0	6.0	12.0	12.7	7.0	6.5	13.5	14.0
33	5.5	5.0	10.5	11.1	6.0	6.0	12.0	12.4	6.5	6.0	12.5	13.6
32	5.0	5.0	10.0	10.8	6.0	6.0	12.0	12.0	6.0	6.0	12.0	13.2
31	5.0	5.0	10.0	10.5	6.0	6.0	12.0	11.6	6.0	5.5	11.5	12.8
30	5.0	4.5	9.5	10.1	5.5	5.0	10.5	11.2	6.0	5.5	11.5	12.4
29	5.0	4.0	9.0	9.8	5.0	5.0	10.0	10.9	6.0	5.0	11.0	12.0
28	5.0	4.0	9.0	9.4	5.0	5.0	10.0	10.5	5.5	5.0	10.5	11.5
27	4.5	4.0	8.5	9.1	5.0	4.5	9.5	10.1	5.0	5.0	10.0	11.1
26	4.0	4.0	8.0	8.8	5.0	4.0	9.0	9.7	5.0	5.0	10.0	10.7
25	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.4	5.0	4.5	9.5	10.3
24	4.0	3.5	7.5	8.1	4.0	4.0	8.0	9.0	5.0	4.0	9.0	9.9
23	4.0	3.0	7.0	7.8	4.0	4.0	8.0	8.6	4.5	4.0	8.5	9.5
22	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.2	4.5	4.0	8.5	9.1
21	3.5	3.0	6.5	7.1	4.0	3.0	7.0	7.9	4.0	4.0	8.0	8.7
20	3.5	3.0	6.5	6.7	4.0	3.0	7.0	7.5	4.0	3.5	7.5	8.2
19	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.1	4.0	3.0	7.0	7.8
18	3.0	3.0	6.0	6.1	3.5	3.0	6.5	6.7	3.5	3.0	6.5	7.4
17	3.0	2.5	5.5	5.7	3.0	3.0	6.0	6.4	3.5	3.0	6.5	7.0
16	3.0	2.0	5.0	5.4	3.0	2.5	5.5	6.0	3.0	3.0	6.0	6.6
15	3.0	2.0	5.0	5.1	3.0	2.0	5.0	5.6	3.0	2.5	5.5	6.2
14	2.5	2.0	4.5	4.7	3.0	2.0	5.0	5.2	3.0	2.0	5.0	5.8
13	2.0	2.0	4.0	4.4	2.5	2.0	4.5	4.9	3.0	2.0	5.0	5.4
12	2.0	2.0	4.0	4.0	2.0	2.0	4.0	4.5	2.5	2.0	4.5	4.9
11	2.0	1.5	3.5	3.7	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.5
10	2.0	1.0	3.0	3.4	2.0	1.5	3.5	3.7	2.0	2.0	4.0	0.0

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

23rd Floor FY2021

Night Shift

% FTE Allocation	Low				Medium				HIGH			
	<= 2.40				2.41-2.93				>= 2.94			
	7.29 HPPD				8.10 HPPD				8.91 HPPD			
26%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
Census ADC=32	RN	PCT			RN	PCT			RN	PCT		
36	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.3	5.0	5.0	9.0	
35	4.0	4.0	8.0	8.1	4.0	4.0	8.0	9.0	5.0	4.0	9.0	9.9
34	4.0	4.0	8.0	7.9	4.0	4.0	8.0	8.8	5.0	4.0	9.0	9.7
33	4.0	4.0	8.0	7.7	4.0	4.0	8.0	8.5	4.0	4.0	8.0	9.4
32	4.0	4.0	8.0	7.4	4.0	4.0	8.0	8.3	4.0	4.0	8.0	9.1
31	4.0	4.0	8.0	7.2	4.0	4.0	8.0	8.0	4.0	4.0	8.0	8.8
30	3.0	3.0	6.0	7.0	4.0	4.0	8.0	7.7	4.0	4.0	8.0	8.5
29	3.0	3.0	6.0	6.7	4.0	3.0	7.0	7.5	4.0	4.0	8.0	8.2
28	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.2	4.0	3.0	7.0	8.0
27	3.0	3.0	6.0	6.3	3.0	3.0	6.0	7.0	4.0	3.0	7.0	7.7
26	3.0	3.0	6.0	6.0	3.0	3.0	6.0	6.7	3.0	3.0	6.0	7.4
25	3.0	2.0	5.0	5.8	3.0	3.0	6.0	6.5	3.0	3.0	6.0	7.1
24	3.0	2.0	5.0	5.6	3.0	3.0	6.0	6.2	3.0	3.0	6.0	6.8
23	3.0	2.0	5.0	5.3	3.0	2.0	5.0	5.9	3.0	3.0	6.0	6.5
22	3.0	2.0	5.0	5.1	3.0	2.0	5.0	5.7	3.0	2.0	5.0	6.2
21	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.4	3.0	2.0	5.0	6.0
20	2.0	2.0	4.0	4.6	3.0	2.0	5.0	5.2	3.0	2.0	5.0	5.7
19	2.0	2.0	4.0	4.4	2.0	2.0	4.0	4.9	3.0	2.0	5.0	5.4
18	2.0	2.0	4.0	4.2	2.0	2.0	4.0	4.6	2.0	2.0	4.0	5.1
17	2.0	2.0	4.0	4.0	2.0	2.0	4.0	4.4	2.0	2.0	4.0	4.8
16	2.0	2.0	4.0	3.7	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.5
15	2.0	1.0	3.0	3.5	2.0	1.0	3.0	3.9	2.0	2.0	4.0	4.3
14	2.0	1.0	3.0	3.3	2.0	1.0	3.0	3.6	2.0	1.0	3.0	4.0
13	2.0	1.0	3.0	3.0	2.0	1.0	3.0	3.4	2.0	1.0	3.0	3.7
12	2.0	1.0	3.0	2.8	2.0	1.0	3.0	3.1	2.0	1.0	3.0	3.4
11	2.0	0.0	2.0	2.6	2.0	0.0	2.0	2.8	2.0	1.0	3.0	3.1
10	2.0	0.0	2.0	2.3	2.0	0.0	2.0	2.6	2.0	0.0	2.0	2.8

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

24th Floor FY2021

Day Shift - note CNC's are not included in direct care hours

% FTE Allocation	Low ≤ 2.34 7.38 HPPD				Medium 8.4/8.2 2.35-2.85 8.20 HPPD				High ≥ 2.86 9.02 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
Census ADC=32	RN	PCT			RN	PCT			RN	PCT		
36	6.0	6.0	12.0	12.6	7.0	7.0	14.0	14.0	8.0	7.0	15.0	15.4
35	6.0	6.0	12.0	12.3	7.0	7.0	14.0	13.6	8.0	7.0	15.0	15.0
34	6.0	6.0	12.0	11.9	7.0	6.0	13.0	13.2	7.0	7.0	14.0	14.6
33	6.0	5.0	11.0	11.6	6.0	6.0	12.0	12.9	7.0	6.0	13.0	14.1
32	6.0	5.0	11.0	11.2	6.0	6.0	12.0	12.5	7.0	6.0	13.0	13.7
31	6.0	5.0	11.0	10.9	6.0	6.0	12.0	12.1	7.0	6.0	13.0	13.3
30	5.0	5.0	10.0	10.5	6.0	5.0	11.0	11.7	7.0	6.0	13.0	12.9
29	5.0	5.0	10.0	10.2	6.0	5.0	11.0	11.3	6.0	6.0	12.0	12.4
28	5.0	4.0	9.0	9.8	6.0	5.0	11.0	10.9	6.0	6.0	12.0	12.0
27	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.5	6.0	6.0	12.0	11.6
26	5.0	4.0	9.0	9.1	5.0	5.0	10.0	10.1	6.0	5.0	11.0	11.1
25	4.0	4.0	8.0	8.8	5.0	5.0	10.0	9.7	6.0	5.0	11.0	10.7
24	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.3	5.0	5.0	10.0	10.3
23	4.0	4.0	8.0	8.1	5.0	4.0	9.0	9.0	5.0	5.0	10.0	9.9
22	4.0	4.0	8.0	7.7	5.0	4.0	9.0	8.6	5.0	4.0	9.0	9.4
21	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.0
20	4.0	3.0	7.0	7.0	4.0	4.0	8.0	7.8	4.0	4.0	8.0	8.6
19	3.0	3.0	6.0	6.7	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.1

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

24th Floor FY2021

Evening Shift

% FTE Allocation	Low				Medium				High			
	<= 2.34				2.35-2.85				>= 2.86			
	7.38 HPPD				8.20 HPPD				9.02 HPPD			
Census ADC=32	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	PCT			RN	PCT			RN	PCT		
36	6.0	6.5	12.5	12.6	7.0	7.0	14.0	14.0	8.0	7.0	15.0	15.4
35	6.0	6.0	12.0	12.3	7.0	6.5	13.5	13.6	8.0	7.0	15.0	15.0
34	6.0	5.5	11.5	11.9	7.0	6.0	13.0	13.2	7.0	7.5	14.5	14.6
33	6.0	5.0	11.0	11.6	6.0	6.5	12.5	12.9	7.0	7.0	14.0	14.1
32	6.0	5.0	11.0	11.2	6.0	6.5	12.5	12.5	7.0	6.5	13.5	13.7
31	5.0	5.5	10.5	10.9	6.0	6.0	12.0	12.1	7.0	6.0	13.0	13.3
30	5.0	5.0	10.0	10.5	6.0	5.5	11.5	11.7	6.0	6.5	12.5	12.9
29	5.0	5.0	10.0	10.2	6.0	5.0	11.0	11.3	6.0	6.0	12.0	12.4
28	5.0	4.5	9.5	9.8	5.0	5.5	10.5	10.9	6.0	6.0	12.0	12.0
27	5.0	4.5	9.5	9.5	5.0	5.0	10.0	10.5	6.0	5.5	11.5	11.6
26	5.0	4.0	9.0	9.1	5.0	5.0	10.0	10.1	6.0	5.0	11.0	11.1
25	4.0	4.5	8.5	8.8	5.0	4.5	9.5	9.7	5.0	5.5	10.5	10.7
24	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.3	5.0	5.0	10.0	10.3
23	4.0	4.0	8.0	8.1	5.0	4.0	9.0	9.0	5.0	4.5	9.5	9.9
22	4.0	3.5	7.5	7.7	4.0	4.5	8.5	8.6	5.0	4.0	9.0	9.4
21	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.0
20	4.0	3.0	7.0	7.0	4.0	3.5	7.5	7.8	4.0	4.5	8.5	8.6
19	3.0	3.5	6.5	6.7	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.1

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

24th Floor FY2021

Night Shift

% FTE Allocation	Low				Medium				HIGH			
	<= 2.34				2.35-2.85				>= 2.86			
	7.38 HPPD				8.20 HPPD				9.02 HPPD			
Census ADC=32	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	PCT			RN	PCT			RN	PCT		
36	4.0	4.0	8.0	8.0	5.0	4.0	9.0	8.9	5.0	5.0	10.0	9.7
35	4.0	4.0	8.0	7.7	5.0	4.0	9.0	8.6	5.0	4.0	9.0	9.5
34	4.0	3.0	7.0	7.5	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.2
33	4.0	3.0	7.0	7.3	4.0	4.0	8.0	8.1	5.0	4.0	9.0	8.9
32	4.0	3.0	7.0	7.1	4.0	4.0	8.0	7.9	4.0	4.0	8.0	8.7
31	4.0	3.0	7.0	6.9	4.0	3.0	7.0	7.6	4.0	4.0	8.0	8.4
30	3.0	3.0	6.0	6.6	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.1
29	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.1	4.0	4.0	8.0	7.8
28	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.9	4.0	3.0	7.0	7.6
27	3.0	3.0	6.0	6.0	4.0	3.0	7.0	6.6	4.0	3.0	7.0	7.3
26	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.0
25	3.0	2.0	5.0	5.5	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.8
24	3.0	2.0	5.0	5.3	3.0	3.0	6.0	5.9	3.0	3.0	6.0	6.5
23	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.2
22	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.4	3.0	3.0	6.0	6.0
21	3.0	2.0	5.0	4.6	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.7
20	2.0	2.0	4.0	4.4	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.4
19	2.0	2.0	4.0	4.2	2.0	2.0	4.0	4.7	3.0	2.0	5.0	5.1

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

25th Floor FY2021

Day Shift - note CNC's are not included in direct care hours

% FTE Allocation	Low ≤ 2.53						Medium 8.4/8.2 HPPD 2.54-3.09						High ≥ 3.10							
	7.38 HPPD						8.20 HPPD						9.02 HPPD							
	Census	Skill Level				Total FTEs	Staffing Target	Chg	Skill Level				Total FTEs	Staffing Target	Chg	Skill Level				Total FTEs
ADC= 27	Chg	RN	LPN	PCT			Chg	RN	LPN	PCT			Chg	RN	LPN	PCT				
32		6.0		5.0	11.0	11.5		6.0		6.0	9.0	12.8		7.0		7.0	12	14.1		
31		6.0		5.0	11.0	11.2		6.0		6.0	12.0	12.4		7.0		7.0	14.0	13.6		
30		5.0		5.0	10.0	10.8		6.0		6.0	12.0	12.0		7.0		7.0	14.0	13.2		
29		5.0		5.0	10.0	10.4		6.0		6.0	12.0	11.6		7.0		7.0	14.0	12.8		
28		5.0		5.0	10.0	10.1		5.0		5.0	10.0	11.2		6.0		6.0	13.0	12.3		
27		5.0		5.0	10.0	9.7		5.0		5.0	10.0	10.8		6.0		6.0	12.0	11.9		
26		5.0		5.0	10.0	9.4		5.0		5.0	10.0	10.4		6.0		6.0	12.0	11.4		
25		5.0		5.0	10.0	9.0		5.0		5.0	10.0	10.0		6.0		6.0	12.0	11.0		
24		4.0		4.0	8.0	8.6		5.0		5.0	10.0	9.6		6.0		5.0	10	10.6		
23		4.0		4.0	8.0	8.3		5.0		5.0	10.0	9.2		5.0		5.0	10.0	10.1		
22		4.0		4.0	8.0	7.9		5.0		5.0	10.0	8.8		5.0		5.0	10.0	9.7		
21		4.0		4.0	8.0	7.6		5.0		5.0	10.0	8.4		5.0		5.0	10.0	9.2		
20		4.0		4.0	8.0	7.2		4.0		4.0	8.0	8.0		5.0		5.0	10.0	8.8		
19		4.0		4.0	8.0	6.8		4.0		4.0	8.0	7.6		5.0		5.0	10.0	8.4		
18		3.0		3.0	6.0	6.5		4.0		4.0	8.0	7.2		4.0		4.0	8.0	7.9		
17		3.0		3.0	6.0	6.1		4.0		4.0	8.0	6.8		4.0		4.0	8.0	7.5		
16		3.0		3.0	6.0	5.8		3.0		3.0	6.0	6.4		4.0		4.0	8.0	7.0		
15		3.0		3.0	6.0	5.4		3.0		3.0	6.0	6.0		3.0		3.0	6.0	6.6		
14		3.0		3.0	6.0	5.0		3.0		3.0	6.0	5.6		3.0		3.0	6.0	6.2		
13		3.0		3.0	6.0	4.7		3.0		3.0	6.0	5.2		3.0		3.0	6.0	5.7		
12		3.0		3.0	6.0	4.3		3.0		3.0	6.0	4.8		3.0		3.0	6.0	5.3		
11		2.0		2.0	4.0	4.0		2.0		2.0	4.0	4.4		2.0		2.0	4.0	4.8		
10		2.0		2.0	4.0	3.6		2.0		2.0	4.0	4.0		2.0		2.0	4.0	4.4		
9		2.0		2.0	4.0	3.2		2.0		2.0	4.0	3.6		2.0		2.0	4.0	4.0		
8		2.0		2.0	4.0	2.9		2.0		1.0	3.0	3.2		2.0		2.0	4.0	3.5		
7		2.0		2.0	4.0	2.5		2.0		1.0	3.0	2.8		2.0		2.0	4.0	3.1		
6		2.0		2.0	4.0	2.2		2.0		1.0	3.0	2.4		2.0		2.0	4.0	2.6		
5		2.0		2.0	4.0	1.8		2.0		1.0	3.0	2.0		2.0		2.0	4.0	2.2		

25th Floor FY2021

Evening Shift

% FTE Allocation	Low ≤ 2.53						Medium 7.51 2.54-3.09						High ≥ 3.10					
	7.38 HPPD						8.20 HPPD						9.02 HPPD					
	Census ADC= 27	Skill Level			Total FTEs	Staffing Target	Chg	RN	LPN	PCT	Total FTEs	Staffing Target	Chg	RN	LPN	PCT	Total FTEs	Staffing Target
32		6.0		5.0	11.0	11.2		6.0		6.0	12.0	12.5		7.0		7.0	10.0	13.7
31		6.0		5.0	11.0	10.9		6.0		6.0	12.0	12.1		7.0		7.0	14.0	13.3
30		5.0		5.0	10.0	10.5		6.0		6.0	12.0	11.7		7.0		7.0	14.0	12.9
29		5.0		5.0	10.0	10.2		6.0		6.0	12.0	11.3		7.0		7.0	14.0	12.4
28		5.0		5.0	10.0	7.0		5.0		5.0	10.0	10.9		6.0		6.0	12.0	12.0
27		5.0		5.0	10.0	9.5		5.0		5.0	10.0	10.5		6.0		6.0	12.0	11.6
26		5.0		5.0	10.0	9.1		5.0		5.0	10.0	10.1		6.0		6.0	12.0	11.1
25		5.0		5.0	10.0	8.8		5.0		5.0	10.0	9.7		6.0		6.0	12.0	10.7
24		4.0		4.0	8.0	8.4		5.0		5.0	10.0	9.3		6.0		5.0	10.0	10.3
23		4.0		4.0	8.0	8.1		5.0		5.0	10.0	9.0		5.0		5.0	10.0	9.9
22		4.0		4.0	8.0	7.7		5.0		5.0	10.0	8.6		5.0		5.0	10.0	9.4
21		4.0		4.0	8.0	7.4		5.0		5.0	10.0	8.2		5.0		5.0	10.0	9.0
20		4.0		4.0	8.0	7.0		4.0		4.0	8.0	7.8		5.0		5.0	10.0	8.6
19		4.0		4.0	8.0	6.7		4.0		4.0	8.0	7.4		5.0		5.0	10.0	8.1
18		3.0		3.0	6.0	6.3		4.0		4.0	8.0	7.0		4.0		4.0	8.0	7.7
17		3.0		3.0	6.0	6.0		4.0		4.0	8.0	6.6		4.0		4.0	8.0	7.3
16		3.0		3.0	6.0	5.6		3.0		3.0	6.0	6.2		4.0		4.0	8.0	6.9
15		3.0		3.0	6.0	5.3		3.0		3.0	6.0	5.8		3.0		3.0	6.0	6.4
14		3.0		3.0	6.0	4.9		3.0		3.0	6.0	5.5		3.0		3.0	6.0	6.0
13		3.0		3.0	6.0	4.6		3.0		3.0	6.0	5.1		3.0		3.0	6.0	5.6
12		3.0		3.0	6.0	4.2		3.0		3.0	6.0	4.7		3.0		3.0	6.0	5.1
11		2.0		2.0	4.0	3.9		2.0		2.0	4.0	4.3		2.0		2.0	4.0	4.7
10		2.0		2.0	4.0	3.5		2.0		2.0	4.0	3.9		2.0		2.0	4.0	4.3
9		2.0		2.0	4.0	3.2		2.0		2.0	4.0	3.5		2.0		2.0	4.0	3.9
8		2.0		2.0	4.0	2.8		2.0		1.0	3.0	3.1		2.0		2.0	4.0	3.4
7		2.0		2.0	4.0	2.5		2.0		1.0	3.0	2.7		2.0		2.0	4.0	3.0
6		2.0		2.0	4.0	2.1		2.0		1.0	3.0	2.3		2.0		2.0	4.0	2.6
5		2.0		2.0	4.0	1.8		2.0		1.0	3.0	1.9		2.0		1.0	3.0	2.1

25th Floor FY2021

Night Shift

% FTE Allocation	Low						Medium						HIGH					
	<= 2.53						2.54-3.09						>= 3.10					
	7.38 HPPD						8.20 HPPD						9.02 HPPD					
Census ADC= 27	Skill Level				Total FTEs	Staffing Target	Skill Level				Total FTEs	Staffing Target	Skill Level				Total FTEs	Staffing Target
	Chg	RN	LPN	PCT			Chg	RN	LPN	PCT			Chg	RN	LPN	PCT		
32		4.0		4.0	8.0	6.8		4.0		4.0	8	7.5		4.0		4.0	8	8.3
31		4.0		4.0	8.0	6.6		4.0		4.0	8.0	7.3		4.0		4.0	8.0	8.0
30		4.0		4.0	8.0	6.4		4.0		4.0	8.0	7.1		4.0		4.0	8.0	7.8
29		4.0		4.0	8.0	6.2		4.0		4.0	8.0	6.8		4.0		4.0	8.0	7.5
28		3.0		3.0	6.0	5.9		4.0		4.0	8.0	6.6		4.0		4.0	8.0	7.3
27		3.0		3.0	6.0	5.7		4.0		4.0	8.0	6.4		4.0		4.0	8.0	7.0
26		3.0		3.0	6.0	5.5		4.0		4.0	8.0	6.1		4.0		4.0	8.0	6.7
25		3.0		3.0	6.0	5.3		4.0		4.0	8.0	5.9		4.0		4.0	8.0	6.5
24		3.0		3.0	6.0	5.1		3.0		3.0	6	5.7		4.0		4.0	8.0	6.2
23		3.0		3.0	6.0	4.9		3.0		3.0	6.0	5.4		4.0		4.0	8.0	6.0
22		3.0		3.0	6.0	4.7		3.0		3.0	6.0	5.2		4.0		4.0	8.0	5.7
21		3.0		3.0	6.0	4.5		3.0		3.0	6.0	5.0		4.0		4.0	8.0	5.4
20		3.0		3.0	6.0	4.2		3.0		3.0	6.0	4.7		3.0		3.0	6.0	5.2
19		3.0		3.0	6.0	4.0		3.0		3.0	6.0	4.5		3.0		3.0	6.0	4.9
18		3.0		3.0	6.0	3.8		3.0		3.0	6.0	4.2		3.0		3.0	6.0	4.7
17		3.0		3.0	6.0	3.6		3.0		3.0	6.0	4.0		3.0		3.0	6.0	4.4
16		2.0		2.0	4.0	3.4		2.0		2.0	4.0	3.8		3.0		3.0	6.0	4.1
15		2.0		2.0	4.0	3.2		2.0		2.0	4.0	3.5		2.0		2.0	4.0	3.9
14		2.0		2.0	4.0	3.0		2.0		2.0	4.0	3.3		2.0		2.0	4.0	3.6
13		2.0		2.0	4.0	2.8		2.0		2.0	4.0	3.1		2.0		2.0	4.0	3.4
12		2.0		2.0	4.0	2.5		2.0		2.0	4.0	2.8		2.0		2.0	4.0	3.1
11		2.0		2.0	4.0	2.3		2.0		2.0	4.0	2.6		2.0		2.0	4.0	2.9
10		2.0		2.0	4.0	2.1		2.0		2.0	4.0	2.4		2.0		2.0	4.0	2.6
9		2.0		2.0	4.0	1.9		2.0		2.0	4.0	2.1		2.0		2.0	4.0	2.3
8		2.0		2.0	4.0	1.7		2.0		2.0	4.0	1.9		2.0		2.0	4.0	2.1
7		2.0		2.0	4.0	1.5		2.0		2.0	4.0	1.7		2.0		2.0	4.0	1.8
6		2.0		2.0	4.0	1.3		2.0		2.0	4.0	1.4		2.0		2.0	4.0	1.6
5		2.0		2.0	4.0	1.1		2.0		2.0	4.0	1.2		2.0		2.0	4.0	1.3