

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

18th Floor FY2025

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

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.57 7.79 HPPD				Medium 8.6 HPPD 2.58-3.14 8.66 HPPD				High ≥ 3.15 9.53 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
ADC=22.1	RN	Assistive Staff			RN	Assistive Staff *			RN	Assistive Staff		
32	6.0	5.0	11.0	12.2	7.0	6.0	13.0	13.5	7.0	7.0	14.0	14.9
31	6.0	5.0	11.0	11.8	6.0	6.0	12.0	13.1	7.0	7.0	14.0	14.4
30	6.0	5.0	11.0	11.4	6.0	6.0	12.0	12.7	7.0	6.0	13.0	13.9
29	5.0	5.0	10.0	11.0	6.0	6.0	12.0	12.2	7.0	6.0	13.0	13.5
28	5.0	5.0	10.0	10.6	6.0	5.0	11.0	11.8	7.0	6.0	13.0	13.0
27	5.0	5.0	10.0	10.3	6.0	5.0	11.0	11.4	6.0	6.0	12.0	12.5
26	5.0	4.0	9.0	9.9	5.0	5.0	10.0	11.0	6.0	6.0	12.0	12.1
25	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.6	6.0	5.0	11.0	11.6
24	5.0	4.0	9.0	9.1	5.0	5.0	10.0	10.1	6.0	5.0	11.0	11.1
23	4.0	4.0	8.0	8.7	5.0	4.0	9.0	9.7	5.0	5.0	10.0	10.7
22	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.3	5.0	4.0	9.0	10.2
21	4.0	4.0	8.0	8.0	4.0	4.0	8.0	8.9	5.0	4.0	9.0	9.8
20	4.0	3.0	7.0	7.6	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.3
19	4.0	3.0	7.0	7.2	4.0	4.0	8.0	8.0	4.0	4.0	8.0	8.8
18	4.0	3.0	7.0	6.8	4.0	3.0	7.0	7.6	4.0	4.0	8.0	8.4
17	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.2	4.0	3.0	7.0	7.9
16	3.0	3.0	6.0	6.1	3.0	3.0	6.0	6.8	4.0	3.0	7.0	7.4
15	3.0	2.0	5.0	5.7	3.0	3.0	6.0	6.3	4.0	3.0	7.0	7.0
14	3.0	2.0	5.0	5.3	3.0	3.0	6.0	5.9	3.0	3.0	6.0	6.5
13	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.5	3.0	2.0	5.0	6.0
12	3.0	1.0	4.0	4.6	3.0	2.0	5.0	5.1	3.0	2.0	5.0	5.6
11	3.0	1.0	4.0	4.2	3.0	1.0	4.0	4.6	3.0	2.0	5.0	5.1
10	3.0	1.0	4.0	3.8	3.0	1.0	4.0	4.2	3.0	1.0	4.0	4.6
9	3.0	1.0	4.0	3.4	3.0	1.0	4.0	3.8	3.0	1.0	4.0	4.2
8	3.0	0.0	3.0	3.0	3.0	0.0	3.0	3.4	3.0	0.0	3.0	3.7

18th Floor FY2025

Evening Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.57 7.79 HPPD				Medium 2.58-3.14 8.66 HPPD				High ≥ 3.15 9.53 HPPD			
	Census	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs
ADC=22.1	RN	Assistive Staff	RN			Assistive Staff	RN			Assistive Staff		
32	6.0	5.0	11.0	11.8	7.0	6.0	13.0	13.2	7.0	7.0	14.0	14.5
31	6.0	5.0	11.0	11.5	6.0	6.0	12.0	12.8	7.0	6.0	13.0	14.0
30	5.0	5.0	10.0	11.1	6.0	6.0	12.0	12.3	7.0	6.0	13.0	13.6
29	5.0	5.0	10.0	10.7	6.0	5.0	11.0	11.9	7.0	6.0	13.0	13.1
28	5.0	5.0	10.0	10.4	6.0	5.0	11.0	11.5	7.0	6.0	13.0	12.7
27	5.0	4.0	9.0	10.0	6.0	4.5	10.5	11.1	6.0	5.0	11.0	12.2
26	5.0	4.0	9.0	9.6	6.0	4.0	10.0	10.7	6.0	5.0	11.0	11.8
25	5.0	4.0	9.0	9.3	6.0	4.0	10.0	10.3	6.0	5.0	11.0	11.3
24	4.0	4.0	8.0	8.9	6.0	4.0	10.0	9.9	6.0	5.0	11.0	10.9
23	4.0	4.0	8.0	8.5	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.4
22	4.0	4.0	8.0	8.1	5.0	4.0	9.0	9.0	5.0	4.0	9.0	10.0
21	4.0	3.0	7.0	7.8	5.0	4.0	9.0	8.6	5.0	4.0	9.0	9.5
20	4.0	3.0	7.0	7.4	5.0	4.0	9.0	8.2	5.0	4.0	9.0	9.0
19	3.0	3.0	6.0	7.0	4.0	4.0	8.0	7.8	4.0	4.0	8.0	8.6
18	3.0	3.0	6.0	6.7	4.0	4.0	8.0	7.4	4.0	4.0	8.0	8.1
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	5.9	4.0	3.0	7.0	6.6	4.0	3.0	7.0	7.2
15	3.0	2.0	5.0	5.6	4.0	3.0	7.0	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	6.3
13	3.5	2.0	5.5	4.8	3.0	2.0	5.0	5.3	3.0	3.0	6.0	5.9
12	3.0	1.0	4.0	4.4	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.4
11	3.0	1.0	4.0	4.1	3.0	2.0	5.0	4.5	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	4.5
9	3.0	0.0	3.0	3.3	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	1.0	4.0	3.6

18th Floor FY2025

Night Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.57 7.79 HPPD				Medium 2.58-3.14 8.66 HPPD				HIGH ≥ 3.15 9.53 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
23%	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
Census ADC=22.1												
32	4.0	3.0	7.0	7.2	5.0	3.0	8.0	8.0	5.0	4.0	9.0	8.8
31	4.0	3.0	7.0	6.9	5.0	3.0	8.0	7.7	5.0	4.0	9.0	8.5
30	4.0	3.0	7.0	6.7	5.0	3.0	8.0	7.5	4.0	4.0	8.0	8.2
29	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.2	4.0	4.0	8.0	7.9
28	3.0	3.0	6.0	6.3	4.0	3.0	7.0	7.0	4.0	4.0	8.0	7.7
27	3.0	3.0	6.0	6.1	4.0	3.0	7.0	6.7	4.0	3.0	7.0	7.4
26	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.1
25	3.0	2.0	5.0	5.6	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.8
24	3.0	2.5	5.5	5.4	3.0	3.0	6.0	6.0	4.0	3.0	7.0	6.6
23	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.3
22	3.0	2.0	5.0	4.9	3.0	3.0	6.0	5.5	3.0	3.0	6.0	6.0
21	3.0	2.0	5.0	4.7	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.8
20	3.0	1.0	4.0	4.5	3.0	2.0	5.0	5.0	3.0	2.0	5.0	5.5
19	3.0	1.0	4.0	4.3	3.0	2.0	5.0	4.7	3.0	2.0	5.0	5.2
18	3.0	1.0	4.0	4.0	3.0	1.0	4.0	4.5	3.0	2.0	5.0	4.9
17	3.0	1.0	4.0	3.8	3.0	1.0	4.0	4.2	3.0	2.0	5.0	4.7
16	3.0	1.0	4.0	3.6	3.0	1.0	4.0	4.0	3.0	1.0	4.0	4.4
15	3.0	1.0	4.0	3.4	3.0	1.0	4.0	3.7	3.0	1.0	4.0	4.1
14	3.0	0.0	3.0	3.1	3.0	1.0	4.0	3.5	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	3.6
12	3.0	0.0	3.0	2.7	3.0	0.0	3.0	3.0	3.0	1.0	4.0	3.3
11	3.0	0.0	3.0	2.5	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	2.5	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	2.5
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 FY2025

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

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.44 7.36 HPPD				Medium 8.18 2.45-2.97 8.18 HPPD				High ≥ 2.98 9.00 HPPD			
	Census	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs
ADC=31.4	RN	Assistive Staff	RN			Assistive Staff	RN			Assistive Staff		
36	6.0	6.0	12.0	12.3	7.0	6.0	13.0	13.6	7.0	7.0	14.0	15.0
35	6.0	6.0	12.0	11.9	7.0	6.0	13.0	13.2	7.0	7.0	14.0	14.6
34	6.0	5.0	11.0	11.6	6.5	6.0	12.5	12.9	7.0	7.0	14.0	14.1
33	6.0	5.0	11.0	11.2	6.0	6.0	12.0	12.5	7.0	6.0	13.0	13.7
32	6.0	5.0	11.0	10.9	6.0	6.0	12.0	12.1	7.0	6.0	13.0	13.3
31	5.0	5.0	10.0	10.6	6.0	5.5	11.5	11.7	6.0	6.0	12.0	12.9
30	5.0	5.0	10.0	10.2	6.0	5.0	11.0	11.3	6.0	6.0	12.0	12.5
29	5.0	4.0	9.0	9.9	6.0	5.0	11.0	11.0	6.0	6.0	12.0	12.1
28	5.0	4.0	9.0	9.5	5.0	5.0	10.0	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	10.2	5.5	5.0	10.5	11.2
26	4.5	4.0	8.5	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	4.5	9.5	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	3.0	7.0	7.8	4.5	4.0	8.5	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	4.0	8.0	7.9	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	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	6.4	4.0	3.0	7.0	7.1
16	3.0	2.0	5.0	5.4	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

Shirley Ryan Ability Lab

19th Floor FY2025

Evening Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.44 7.36 HPPD				Medium 2.45-2.97 8.18 HPPD				High ≥ 2.98 9.00 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
ADC=31.4	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
36	6	6.0	12.0	12.6	7.0	6.5	13.5	14.0	7.5	7.0	14.5	15.4
35	6	6.0	12.0	12.2	7.0	6.0	13.0	13.6	7.0	7.0	14.0	15.0
34	6	5.5	11.5	11.9	7.0	6.0	13.0	13.2	7.0	7.0	14.0	14.5
33	6.0	5.5	11.5	11.5	6.5	6.0	12.5	12.8	7.0	6.5	13.5	14.1
32	6.0	5.0	11.0	11.2	6.0	6.0	12.0	12.4	7.0	6.0	13.0	13.7
31	5.5	5.0	10.5	10.8	6.0	6.0	12.0	12.0	7.0	6.0	13.0	13.2
30	5.0	5.0	10.0	10.5	6.0	5.0	11.0	11.7	6.5	6.0	12.5	12.8
29	5.0	5.0	10.0	10.1	5.5	5.0	10.5	11.3	6.0	5.0	11.0	12.4
28	5.0	4.5	9.5	9.8	5.0	5.0	10.0	10.9	6.0	5.0	11.0	12.0
27	5.0	4.0	9.0	9.4	5.0	5.0	10.0	10.5	5.5	5.0	10.5	11.5
26	5.0	4.0	9.0	9.1	5.0	5.0	10.0	10.1	5.0	5.0	10.0	11.1
25	4.5	4.0	8.5	8.7	5.0	4.5	9.5	9.7	5.0	5.0	10.0	10.7
24	4.0	4.0	8.0	8.4	4.5	4.0	8.5	9.3	5.0	4.5	9.5	10.3
23	4.0	4.0	8.0	8.0	4.5	4.0	8.5	8.9	5.0	4.0	9.0	9.8
22	4.0	3.5	7.5	7.7	4.0	4.0	8.0	8.5	4.5	4.0	8.5	9.4
21	4.0	3.0	7.0	7.3	4.0	4.0	8.0	8.2	4.0	4.0	8.0	9.0
20	4.0	3.0	7.0	7.0	4.0	3.0	7.0	7.8	4.0	4.0	8.0	8.5
19	3.5	3.0	6.5	6.6	4.0	3.0	7.0	7.4	4.0	3.0	7.0	8.1
18	3.5	2.5	6.0	6.3	3.0	3.0	6.0	7.0	4.0	3.0	7.0	7.7
17	3.0	2.5	5.5	5.9	3.0	3.0	6.0	6.6	3.5	3.0	6.5	7.3
16	3.0	2.0	5.0	5.6	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	6.4

Shirley Ryan Ability Lab

19th Floor FY2025

Night Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.44 7.36 HPPD				Medium 2.45-2.97 8.18 HPPD				HIGH ≥ 2.98 9.00 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
Census	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
25%												
ADC=31.4												
36	4.0	4.0	8.0	8.3	5.0	4.0	9.0	9.2	5.0	5.0	10.0	10.1
35	4.0	4.0	8.0	8.1	5.0	4.0	9.0	8.9	5.0	4.0	9.0	9.8
34	4.0	3.5	7.5	7.8	4.5	4.0	8.5	8.7	5.0	4.0	9.0	9.6
33	4.0	3.0	7.0	7.6	4.5	4.0	8.5	8.4	5.0	4.0	9.0	9.3
32	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.0
31	4.0	3.0	7.0	7.1	4.0	4.0	8.0	7.9	4.0	4.0	8.0	8.7
30	3.5	3.0	6.5	6.9	4.0	4.0	8.0	7.7	4.0	4.0	8.0	8.4
29	3.0	3.0	6.0	6.7	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.2
28	3.0	3.0	6.0	6.4	4.0	3.0	7.0	7.2	4.0	3.0	7.0	7.9
27	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.9	4.0	3.0	7.0	7.6
26	3.0	3.0	6.0	6.0	3.5	3.0	6.5	6.6	4.0	3.0	7.0	7.3
25	3.0	2.0	5.0	5.8	3.0	3.0	6.0	6.4	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	3.5	3.0	6.5	6.7
23	3.0	2.0	5.0	5.3	3.0	3.0	6.0	5.9	3.0	3.0	6.0	6.5
22	3.0	2.5	5.5	5.1	3.0	2.0	5.0	5.6	3.0	3.0	6.0	6.2
21	2.0	2.0	4.0	4.8	3.0	2.0	5.0	5.4	3.0	2.0	5.0	5.9
20	2.0	2.0	4.0	4.6	3.0	2.0	5.0	5.1	3.0	2.0	5.0	5.6
19	2.5	2.0	4.5	4.4	2.0	2.0	4.0	4.9	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	5.1
17	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.3	2.0	2.0	4.0	4.8
16	2.0	1.0	3.0	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	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 FY2025

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

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.57 7.25 HPPD				Medium 8.1 2.58-3.14 8.05 HPPD				High ≥ 3.15 8.86 HPPD				
	39%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
Census	RN	Assistive Staff	RN			Assistive Staff	RN			Assistive Staff	RN		
ADC=29.5													
32	6.0	5.0	11.0	11.3	6.0	6.0	12.0	12.6	7.0	6.0	13.0	13.8	
31	6.0	5.0	11.0	10.9	6.0	6.0	12.0	12.2	7.0	6.0	13.0	13.4	
30	5.0	5.0	10.0	10.6	6.0	5.0	11.0	11.8	6.0	6.0	12.0	13.0	
29	5.0	5.0	10.0	10.2	6.0	5.0	11.0	11.4	6.0	6.0	12.0	12.5	
28	5.0	5.0	10.0	9.9	6.0	5.0	11.0	11.0	6.0	6.0	12.0	12.1	
27	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.6	6.0	5.0	11.0	11.7	
26	5.0	4.0	9.0	9.2	5.0	5.0	10.0	10.2	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	10.8	
24	4.0	4.0	8.0	8.5	5.0	4.0	9.0	9.4	5.0	5.0	10.0	10.4	
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	7.8	4.0	4.0	8.0	8.6	5.0	4.0	9.0	9.5	
21	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.1	
20	4.0	3.0	7.0	7.1	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	7.5	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	3.0	7.0	7.8	
17	3.0	3.0	6.0	6.0	3.0	3.0	6.0	6.7	4.0	3.0	7.0	7.3	
16	3.0	2.0	5.0	5.7	3.0	3.0	6.0	6.3	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	6.5	
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	
12	2.0	2.0	4.0	4.2	2.0	2.0	4.0	4.7	3.0	2.0	5.0	5.2	
11	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.3	3.0	2.0	5.0	4.7	
10	2.0	1.0	3.0	3.5	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.3	
9	2.0	1.0	3.0	3.2	2.0	1.0	3.0	3.5	2.0	2.0	4.0	3.9	
8	2.0	1.0	3.0	2.8	2.0	1.0	3.0	3.1	2.0	1.0	3.0	3.5	
7	2.0	0.0	2.0	2.5	2.0	1.0	3.0	2.7	2.0	1.0	3.0	3.0	
6	2.0	0.0	2.0	2.1	2.0	0.0	2.0	2.4	2.0	0.0	2.0	2.6	
5	2.0	0.0	2.0	1.8	2.0	0.0	2.0	2.0	2.0	0.0	2.0	2.2	
4	2.0	0.0	2.0	1.4	2.0	0.0	2.0	1.6	2.0	0.0	2.0	1.7	
3	2.0	0.0	2.0	1.1	2.0	0.0	2.0	1.2	2.0	0.0	2.0	1.3	
2	2.0	0.0	2.0	0.7	2.0	0.0	2.0	0.8	2.0	0.0	2.0	0.9	

Evening Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.57 7.25 HPPD				Medium 2.58-3.14 8.05 HPPD				High ≥ 3.15 8.86 HPPD			
38%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
ADC=29.5	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
32.0	6.0	5.0	11.0	11.0	6.0	6.0	12.0	12.2	7.0	6.5	13.5	13.5
31.0	5.5	5.0	10.5	10.7	6.0	6.0	12.0	11.9	7.0	6.0	13.0	13.0
30.0	5.0	5.0	10.0	10.3	6.0	5.5	11.5	11.5	6.5	6.0	12.5	12.6
29	5.0	5.0	10.0	10.0	6.0	5.0	11.0	11.1	6.0	6.0	12.0	12.2
28	5.0	4.5	9.5	9.6	5.5	5.0	10.5	10.7	6.0	5.5	11.5	11.8
27	5.0	4.0	9.0	9.3	5.0	5.0	10.0	10.3	6.0	5.0	11.0	11.4
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	9.6	5.5	5.0	10.5	10.5
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	4.5	4.0	8.5	8.8	5.0	4.5	9.5	9.7
22	4.0	3.5	7.5	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	7.2	4.0	4.0	8.0	8.0	4.5	4.0	8.5	8.8
20	4.0	3.0	7.0	6.9	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	7.3	4.0	4.0	8.0	8.0
18	3.0	3.0	6.0	6.2	3.5	3.0	6.5	6.9	4.0	3.5	7.5	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	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	5.2	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	5.4	3.0	3.0	6.0	5.9
13	2.5	2.0	4.5	4.5	3.0	2.0	5.0	5.0	3.0	2.5	5.5	5.5
12	2.0	2.0	4.0	4.1	2.0	2.5	4.5	4.6	3.0	2.0	5.0	5.0
11	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2	2.5	2.0	4.5	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
9	2.0	1.0	3.0	3.1	2.0	1.0	3.0	3.4	2.0	2.0	4.0	3.8
8	2.0	0.5	2.5	2.8	2.0	1.0	3.0	3.1	2.0	1.0	3.0	3.4
7	2.0	0.5	2.5	2.4	2.0	0.5	2.5	2.7	2.0	1.0	3.0	2.9
6	2.0	0.0	2.0	2.1	2.0	0.0	2.0	2.3	2.0	0.5	2.5	2.5
5	2.0	0.0	2.0	1.7	2.0	0.0	2.0	1.9	2.0	0.0	2.0	2.1
4	2.0	0.0	2.0	1.4	2.0	0.0	2.0	1.5	2.0	0.0	2.0	1.7
3	2.0	0.0	2.0	1.0	2.0	0.0	2.0	1.1	2.0	0.0	2.0	1.3
2	2.0	0.0	2.0	0.7	2.0	0.0	2.0	0.8	2.0	0.0	2.0	0.8

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

20th Floor FY2025

Night Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.57 7.25 HPPD				Medium 2.58-3.14 8.05 HPPD				HIGH ≥ 3.15 8.86 HPPD			
23%												
Census ADC=29.5	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
32	4.0	3.0	7.0	6.7	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.1
31	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.2	4.0	4.0	8.0	7.9
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	7.4
28	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.5	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	6.9
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	6.4
24	3.0	2.0	5.0	5.0	3.0	3.0	6.0	5.6	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	5.9
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	4.4	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.3
20	2.0	2.0	4.0	4.2	3.0	2.0	5.0	4.6	3.0	2.0	5.0	5.1
19	2.0	2.0	4.0	4.0	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	4.2	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	4.1
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	3.6
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	0.5	2.5	2.5	2.0	1.0	3.0	2.8	2.0	1.0	3.0	3.1
11	2.0	0.5	2.5	2.3	2.0	0.0	2.0	2.5	2.0	1.0	3.0	2.8
10	2.0	0.0	2.0	2.1	2.0	0.0	2.0	2.3	2.0	0.0	2.0	2.5
9	2.0	0.0	2.0	1.9	2.0	0.0	2.0	2.1	2.0	0.0	0.0	2.3
8	2.0	0.0	2.0	1.7	2.0	0.0	2.0	1.9	2.0	0.0	0.0	2.0
7	2.0	0.0	2.0	1.5	2.0	0.0	2.0	1.6	2.0	0.0	0.0	1.8
6	2.0	0.0	2.0	1.2	2.0	0.0	2.0	1.4	2.0	0.0	0.0	1.5
5	2.0	0.0	2.0	1.0	2.0	0.0	2.0	1.2	2.0	0.0	0.0	1.3
4	2.0	0.0	2.0	0.8	2.0	0.0	2.0	0.9	2.0	0.0	0.0	1.0
3	2.0	0.0	2.0	0.6	2.0	0.0	2.0	0.7	2.0	0.0	0.0	0.8
2	2.0	0.0	2.0	0.4	2.0	0.0	0.0	0.5	2.0	0.0	0.0	0.5

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

21st Floor FY2025

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

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.67 7.52 HPPD				Medium 8.4 2.68-3.26 8.35 HPPD				High ≥ 3.27 9.19 HPPD			
	Census	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs
ADC=22	RN	Assistive Staff	RN			Assistive Staff	RN			Assistive Staff		
24	4.0	4.0	8.0	8.3	5.0	4.0	9.0	9.3	5.0	5.0	10.0	10.2
23	4.0	4.0	8.0	8.0	4.0	4.0	8.0	8.9	5.0	4.0	9.0	9.8
22	4.0	4.0	8.0	7.6	4.0	4.0	8.0	8.5	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	7.0	4.0	4.0	8.0	7.7	4.0	4.0	8.0	8.5
19	4.0	3.0	7.0	6.6	4.0	3.0	7.0	7.3	4.0	4.0	8.0	8.1
18	3.0	3.0	6.0	6.3	3.0	3.0	6.0	7.0	4.0	3.0	7.0	7.6
17	3.0	3.0	6.0	5.9	3.0	3.0	6.0	6.6	4.0	3.0	7.0	7.2
16	3.0	3.0	6.0	5.6	3.0	3.0	6.0	6.2	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	6.4
14	3.0	2.0	5.0	4.9	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	4.2	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	4.7
10	2.0	1.0	3.0	3.5	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.2

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour Shirley Ryan AbilityLab

21st Floor FY2025

Evening Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.67 7.52 HPPD				Medium 2.68-3.26 8.35 HPPD				High ≥ 3.27 9.19 HPPD		
37%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs
	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff	
Census ADC=22	RN	Assistive Staff	Total FTEs	Staffing Target	RN	Assistive Staff	Total FTEs	Staffing Target	RN	Assistive Staff	Total FTEs
24	4.0	4.0	8.0	8.3	5.0	4.0	9.0	9.3	5.0	5.0	10.0
23	4.0	4.0	8.0	8.0	5.0	4.0	9.0	8.9	5.0	5.0	10.0
22	4.0	4.0	8.0	7.6	4.5	4.0	8.5	8.5	5.0	4.0	9.0
21	4.0	3.0	7.0	7.3	4.0	4.0	8.0	8.1	5.0	4.0	9.0
20	4.0	3.0	7.0	7.0	4.0	4.0	8.0	7.7	4.5	4.0	8.5
19	3.5	3.0	6.5	6.6	4.0	3.5	7.5	7.3	4.0	4.0	8.0
18	3.0	3.0	6.0	6.3	4.0	3.0	7.0	7.0	4.0	3.5	7.5
17	3.0	2.5	5.5	5.9	3.5	3.0	6.5	6.6	4.0	3.0	7.0
16	3.0	2.0	5.0	5.6	3.0	3.0	6.0	6.2	3.5	3.0	6.5
15	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.8	3.0	3.0	6.0
14	3.0	2.0	5.0	4.9	3.0	2.5	5.5	5.4	3.0	3.0	6.0
13	2.5	2.0	4.5	4.5	3.0	2.0	5.0	5.0	3.0	2.5	5.5
12	2.0	2.0	4.0	4.2	2.5	2.0	4.5	4.6	3.0	2.0	5.0
11	2.0	1.5	3.5	3.8	2.0	2.0	4.0	4.2	2.0	2.0	4.0
10	2.0	1.5	3.5	3.5	2.0	2.0	4.0	3.9	2.0	2.0	4.0

Staffing Target
10.2
9.8
9.3
8.9
8.5
8.1
7.6
7.2
6.8
6.4
5.9
5.5
5.1
4.7
4.2

EVALISYS[®] Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

21st Floor FY2025

Night Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.67 7.52 HPPD				Medium 2.68-3.26 8.35 HPPD				HIGH ≥ 3.27 9.19 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
26%	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
Census ADC=22												
24	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.4	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	5.3	3.0	3.0	6.0	5.9	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	5.9
19	2.0	2.0	4.0	4.6	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.6
18	2.0	2.0	4.0	4.3	3.0	2.0	5.0	4.8	3.0	2.0	5.0	5.3
17	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.5	3.0	2.0	5.0	5.0
16	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.3	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	3.4	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	3.5	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	2.7	2.0	1.0	3.0	2.9

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

22nd Floor FY2025

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

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.67 7.50 HPPD				Medium 8.3 2.68-3.26 8.33 HPPD				High ≥ 3.27 9.16 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
Census	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
37%												
ADC=28.2												
32	6	5	11.0	10.9	7	5	12.0	12.2	7	6	13.0	13.4
31	5	5	10.0	10.6	6	5	11.0	11.8	7	5	12.0	13.0
30	5	5	10.0	10.3	6	5	11.0	11.4	7	5	12.0	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	9.6	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	10.3	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	5.0	5.0	10.0	10.9
25	5.0	4.0	9.0	8.6	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.5
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	4.0	8.0	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	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	4.0	4.0	8.0	8.8
20	4.0	3.0	7.0	6.8	4.0	3.0	7.0	7.6	4.0	4.0	8.0	8.4
19	4.0	2.0	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	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	6.3
14	2.0	2.0	4.0	4.8	3.0	2.0	5.0	5.3	3.0	2.0	5.0	5.9
13	2.0	2.0	4.0	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	4.6	3.0	2.0	5.0	5.0
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	3.4	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 FY2025

Evening Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.67 7.50 HPPD				Medium 2.68-3.26 8.33 HPPD				High ≥ 3.27 9.16 HPPD			
37%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
ADC=28.2	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
32	6	5	11.0	10.9	7	5	12.0	12.2	7	6	13.0	13.4
31	6	5	11.0	10.6	6.5	5	11.5	11.8	7	5.5	12.5	13.0
30	5	5	10.0	10.3	6	5	11.0	11.4	7	5	12.0	12.5
29	5	5	10.0	9.9	5.5	5	10.5	11.0	6.5	5	11.5	12.1
28	5.0	4.0	9.0	9.6	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	10.3	6.0	5.0	11.0	11.3
26	5.0	3.5	8.5	8.9	5.0	5.0	10.0	9.9	5.5	5.0	10.5	10.9
25	5.0	3.5	8.5	8.6	5.0	4.0	9.0	9.5	5.0	5.0	10.0	10.5
24	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.1	5.0	4.5	9.5	10.0
23	4.0	3.5	7.5	7.9	4.5	4.0	8.5	8.7	5.0	4.0	9.0	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	3.5	7.5	8.0	4.5	4.0	8.5	8.8
20	4.0	3.0	7.0	6.8	4.0	3.0	7.0	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	3.5	7.5	7.9
18	3.0	3.0	6.0	6.2	3.5	3.0	6.5	6.8	4.0	3.0	7.0	7.5
17	3.0	2.5	5.5	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	3.0	2.0	5.0	4.8	3.0	2.0	5.0	5.3	3.0	2.5	5.5	5.9
13	3.0	1.5	4.5	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	4.6	3.0	2.0	5.0	5.0
11	2.0	1.5	3.5	3.8	2.0	2.0	4.0	4.2	2.0	2.0	4.0	4.6
10	2.0	1.5	3.5	3.4	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2

Shirley Ryan AbilityLab

22nd Floor FY2025

Night Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

Night Shift												
Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide												
% FTE Allocation	Low ≤ 2.67 7.50 HPPD				Medium 2.68-3.26 8.33 HPPD				HIGH ≥ 3.27 9.16 HPPD			
26%												
Census ADC=28.2	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
32	4	4	8.0	7.8	4	4	8.0	8.7	5	4	9.0	9.5
31	4	4	8.0	7.6	4	4	8.0	8.4	5	4	9.0	9.2
30	4	3	7.0	7.3	4	4	8.0	8.1	5	4	9.0	8.9
29	4	3	7.0	7.1	4	4	8.0	7.9	5	3	8.0	8.6
28	4.0	3.0	7.0	6.8	4.0	3.0	7.0	7.6	4.0	4.0	8.0	8.3
27	3.0	3.0	6.0	6.6	4.0	3.0	7.0	7.3	4.0	4.0	8.0	8.0
26	3.0	3.0	6.0	6.3	4.0	3.0	7.0	7.0	4.0	3.0	7.0	7.7
25	3.0	3.0	6.0	6.1	4.0	3.0	7.0	6.8	4.0	3.0	7.0	7.4
24	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.1
23	3.0	2.0	5.0	5.6	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.8
22	3.0	2.0	5.0	5.4	3.0	3.0	6.0	6.0	3.0	3.0	6.0	6.6
21	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.3
20	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.4	3.0	3.0	6.0	6.0
19	3.0	1.0	4.0	4.6	3.0	2.0	5.0	5.1	3.0	2.0	5.0	5.7
18	2.0	2.0	4.0	4.4	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.4
17	2.0	2.0	4.0	4.1	3.0	2.0	5.0	4.6	3.0	2.0	5.0	5.1
16	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.3	3.0	2.0	5.0	4.8
15	2.0	2.0	4.0	3.7	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.5
14	2.0	1.0	3.0	3.4	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2
13	2.0	1.0	3.0	3.2	2.0	2.0	4.0	3.5	2.0	2.0	4.0	3.9
12	2.0	1.0	3.0	2.9	2.0	1.0	3.0	3.2	2.0	1.0	3.0	3.6
11	2.0	1.0	3.0	2.7	2.0	1.0	3.0	3.0	2.0	1.0	3.0	3.3
10	2.0	0.0	2.0	2.4	2.0	1.0	3.0	2.7	2.0	1.0	3.0	3.0

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

23rd Floor FY2025

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

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.40 7.37 HPPD				Medium 8.2 2.41-2.93 8.19 HPPD				High ≥ 2.94 9.01 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
38%	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
ADC=32.8												
36	6.0	6.0	12.0	12.4	7.0	6.0	13.0	13.8	8.0	7.0	15.0	15.2
35	6.0	5.0	11.0	12.1	6.0	6.0	12.0	13.4	7.0	7.0	14.0	14.8
34	6.0	5.0	11.0	11.7	6.0	6.0	12.0	13.1	7.0	7.0	14.0	14.4
33	6.0	5.0	11.0	11.4	6.0	6.0	12.0	12.7	7.0	6.0	13.0	13.9
32	5.0	5.0	10.0	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	6.0	12.0	11.9	6.0	6.0	12.0	13.1
30	5.0	5.0	10.0	10.4	6.0	5.0	11.0	11.5	6.0	5.0	11.0	12.7
29	5.0	4.0	9.0	10.0	5.0	5.0	10.0	11.1	6.0	5.0	11.0	12.2
28	5.0	4.0	9.0	9.7	5.0	5.0	10.0	10.7	5.0	5.0	10.0	11.8
27	4.0	4.0	8.0	9.3	5.0	5.0	10.0	10.4	5.0	5.0	10.0	11.4
26	4.0	4.0	8.0	9.0	5.0	4.0	9.0	10.0	5.0	5.0	10.0	11.0
25	4.0	4.0	8.0	8.6	5.0	4.0	9.0	9.6	5.0	4.0	9.0	10.6
24	4.0	4.0	8.0	8.3	4.0	4.0	8.0	9.2	5.0	4.0	9.0	10.1
23	4.0	3.0	7.0	7.9	4.0	4.0	8.0	8.8	5.0	4.0	9.0	9.7
22	4.0	3.0	7.0	7.6	4.0	4.0	8.0	8.4	4.0	4.0	8.0	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	3.0	3.0	6.0	6.9	4.0	3.0	7.0	7.7	4.0	3.0	7.0	8.4
19	3.0	3.0	6.0	6.6	4.0	3.0	7.0	7.3	4.0	3.0	7.0	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	2.0	5.0	5.9	3.0	3.0	6.0	6.5	3.0	3.0	6.0	7.2
16	3.0	2.0	5.0	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	2.0	5.0	5.8	3.0	3.0	6.0	6.3
14	2.0	2.0	4.0	4.8	3.0	2.0	5.0	5.4	3.0	2.0	5.0	5.9
13	2.0	2.0	4.0	4.5	2.0	2.0	4.0	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	2.0	2.0	4.0	5.1
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	3.5	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 FY2025

Evening Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.40 7.37 HPPD				Medium 2.41-2.93 8.19 HPPD				High ≥ 2.94 9.01 HPPD			
37%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
ADC=32.8	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
36	6.0	5.0	11.0	12.1	6.5	6.5	13.0	13.5	7.0	7.0	14.0	14.8
35	6.0	5.0	11.0	11.8	6.5	6.5	13.0	13.1	7.0	7.0	14.0	14.4
34	6.0	5.0	11.0	11.4	6.0	6.0	12.0	12.7	7.0	7.0	14.0	14.0
33	5.5	5.0	10.5	11.1	6.0	6.0	12.0	12.3	7.0	6.5	13.5	13.6
32	5.0	5.0	10.0	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	10.4	6.0	6.0	12.0	11.6	6.0	6.0	12.0	12.7
30	5.0	4.5	9.5	10.1	5.5	5.0	10.5	11.2	6.0	6.0	12.0	12.3
29	5.0	4.0	9.0	9.8	5.0	5.0	10.0	10.8	6.0	6.0	12.0	11.9
28	5.0	4.0	9.0	9.4	5.0	5.0	10.0	10.5	6.0	5.5	11.5	11.5
27	4.5	4.0	8.5	9.1	5.0	4.5	9.5	10.1	6.0	5.0	11.0	11.1
26	4.0	4.0	8.0	8.7	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	9.3	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	7.7	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	9.0
21	3.5	3.0	6.5	7.1	4.0	3.0	7.0	7.8	4.0	4.0	8.0	8.6
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	5.0	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	5.3
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

Shirley Ryan AbilityLab

23rd Floor FY2025

Night Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.40 7.37 HPPD				Medium 2.41-2.93 8.19 HPPD				HIGH ≥ 2.94 9.01 HPPD			
	26%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs
ADC=32.8	RN	Assistive Staff	RN			Assistive Staff	RN			Assistive Staff	RN	
36	4.0	4.0	8.0	8.5	5.0	4.0	9.0	9.4	5.0	5.0	9.0	
35	4.0	4.0	8.0	8.2	4.0	4.0	8.0	9.1	5.0	5.0	10.0	10.1
34	4.0	4.0	8.0	8.0	4.0	4.0	8.0	8.9	5.0	4.0	9.0	9.8
33	4.0	4.0	8.0	7.8	4.0	4.0	8.0	8.6	5.0	4.0	9.0	9.5
32	4.0	4.0	8.0	7.5	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.2
31	4.0	4.0	8.0	7.3	4.0	4.0	8.0	8.1	5.0	4.0	9.0	8.9
30	3.0	3.0	6.0	7.0	4.0	4.0	8.0	7.8	4.0	4.0	8.0	8.6
29	3.0	3.0	6.0	6.8	4.0	3.0	7.0	7.6	4.0	4.0	8.0	8.3
28	3.0	3.0	6.0	6.6	4.0	3.0	7.0	7.3	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	7.8
26	3.0	3.0	6.0	6.1	3.0	3.0	6.0	6.8	3.0	3.0	6.0	7.5
25	3.0	2.0	5.0	5.9	3.0	3.0	6.0	6.5	3.0	3.0	6.0	7.2
24	3.0	2.0	5.0	5.6	3.0	3.0	6.0	6.3	3.0	3.0	6.0	6.9
23	3.0	2.0	5.0	5.4	3.0	2.0	5.0	6.0	3.0	3.0	6.0	6.6
22	3.0	2.0	5.0	5.2	3.0	2.0	5.0	5.7	3.0	2.0	5.0	6.3
21	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.5	3.0	2.0	5.0	6.0
20	2.0	2.0	4.0	4.7	3.0	2.0	5.0	5.2	3.0	2.0	5.0	5.7
19	2.0	2.0	4.0	4.5	2.0	2.0	4.0	5.0	3.0	2.0	5.0	5.5
18	2.0	2.0	4.0	4.2	2.0	2.0	4.0	4.7	2.0	2.0	4.0	5.2
17	2.0	2.0	4.0	4.0	2.0	2.0	4.0	4.4	2.0	2.0	4.0	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	4.6
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	3.7	2.0	1.0	3.0	4.0
13	2.0	1.0	3.0	3.1	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	2.9	2.0	1.0	3.0	3.2
10	2.0	0.0	2.0	2.3	2.0	0.0	2.0	2.6	2.0	0.0	2.0	2.9

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

24th Floor FY2025

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

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.34 7.45 HPPD				Medium 8.3 2.35-2.85 8.28 HPPD				High ≥ 2.86 9.11 HPPD			
	38%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs
ADC=32.7	RN	Assistive Staff	RN			Assistive Staff	RN			Assistive Staff		
36	6.0	6.0	12.0	12.7	7.0	7.0	14.0	14.2	8.0	7.0	15.0	15.6
35	6.0	6.0	12.0	12.4	7.0	7.0	14.0	13.8	8.0	7.0	15.0	15.1
34	6.0	6.0	12.0	12.0	7.0	6.0	13.0	13.4	7.0	7.0	14.0	14.7
33	6.0	6.0	12.0	11.7	7.0	6.0	13.0	13.0	7.0	7.0	14.0	14.3
32	6.0	5.0	11.0	11.3	6.0	6.0	12.0	12.6	7.0	6.0	13.0	13.8
31	6.0	5.0	11.0	11.0	6.0	6.0	12.0	12.2	7.0	6.0	13.0	13.4
30	5.0	5.0	10.0	10.6	6.0	5.0	11.0	11.8	7.0	6.0	13.0	13.0
29	5.0	5.0	10.0	10.3	6.0	5.0	11.0	11.4	6.0	6.0	12.0	12.5
28	5.0	4.0	9.0	9.9	6.0	5.0	11.0	11.0	6.0	6.0	12.0	12.1
27	5.0	4.0	9.0	9.6	5.0	5.0	10.0	10.6	6.0	6.0	12.0	11.7
26	5.0	4.0	9.0	9.2	5.0	5.0	10.0	10.2	6.0	5.0	11.0	11.2
25	4.0	4.0	8.0	8.8	5.0	5.0	10.0	9.8	6.0	5.0	11.0	10.8
24	4.0	4.0	8.0	8.5	5.0	4.0	9.0	9.4	5.0	5.0	10.0	10.4
23	4.0	4.0	8.0	8.1	5.0	4.0	9.0	9.0	5.0	5.0	10.0	10.0
22	4.0	4.0	8.0	7.8	5.0	4.0	9.0	8.7	5.0	4.0	9.0	9.5
21	4.0	3.0	7.0	7.4	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	4.0	4.0	8.0	8.7
19	3.0	3.0	6.0	6.7	4.0	3.0	7.0	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	4.0	8.0	7.8
17	3.0	3.0	6.0	6.0	4.0	3.0	7.0	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	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	6.5
14	3.0	2.0	5.0	5.0	3.0	2.0	5.0	5.5	3.0	3.0	6.0	6.1
13	2.0	2.0	4.0	4.6	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.6
12	2.0	2.0	4.0	4.2	3.0	2.0	5.0	4.7	3.0	2.0	5.0	5.2
11	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.3	3.0	2.0	5.0	4.8
10	2.0	1.0	3.0	3.5	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.3

24th Floor FY2025

Evening Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.34 7.45 HPPD				Medium 2.35-2.85 8.28 HPPD				High ≥ 2.86 9.11 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
ADC=32.7	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
38%												
36	6.0	6.5	12.5	12.7	7.0	7.0	14.0	14.2	8.0	7.0	15.0	15.6
35	6.0	6.0	12.0	12.4	7.0	6.5	13.5	13.8	8.0	7.0	15.0	15.1
34	6.0	5.5	11.5	12.0	7.0	6.0	13.0	13.4	7.0	7.5	14.5	14.7
33	6.0	5.0	11.0	11.7	6.0	6.5	12.5	13.0	7.0	7.0	14.0	14.3
32	6.0	5.0	11.0	11.3	6.0	6.5	12.5	12.6	7.0	6.5	13.5	13.8
31	5.0	5.5	10.5	11.0	6.0	6.0	12.0	12.2	7.0	6.0	13.0	13.4
30	5.0	5.0	10.0	10.6	6.0	5.5	11.5	11.8	6.0	6.5	12.5	13.0
29	5.0	5.0	10.0	10.3	6.0	5.0	11.0	11.4	6.0	6.0	12.0	12.5
28	5.0	4.5	9.5	9.9	5.0	5.5	10.5	11.0	6.0	6.0	12.0	12.1
27	5.0	4.5	9.5	9.6	5.0	5.5	10.5	10.6	6.0	5.5	11.5	11.7
26	5.0	4.0	9.0	9.2	5.0	5.0	10.0	10.2	6.0	5.0	11.0	11.2
25	4.0	4.5	8.5	8.8	5.0	4.5	9.5	9.8	5.0	5.5	10.5	10.8
24	4.0	4.0	8.0	8.5	5.0	4.0	9.0	9.4	5.0	5.0	10.0	10.4
23	4.0	4.0	8.0	8.1	5.0	4.0	9.0	9.0	5.0	4.5	9.5	10.0
22	4.0	3.5	7.5	7.8	4.0	4.5	8.5	8.7	5.0	4.0	9.0	9.5
21	4.0	3.0	7.0	7.4	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	3.5	7.5	7.9	4.0	4.5	8.5	8.7
19	3.0	3.5	6.5	6.7	4.0	3.0	7.0	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	4.0	8.0	7.8
17	3.0	3.0	6.0	6.0	4.0	3.0	7.0	6.7	4.0	3.0	7.0	7.4
16	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.3	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	6.5
14	3.0	2.0	5.0	5.0	3.0	2.0	5.0	5.5	3.0	3.0	6.0	6.1
13	2.0	2.0	4.0	4.6	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.6
12	2.0	2.0	4.0	4.2	3.0	2.0	5.0	4.7	3.0	2.0	5.0	5.2
11	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.3	3.0	2.0	5.0	4.8
10	2.0	1.0	3.0	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

24th Floor FY2025

Night Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

24th Floor FY2025												
Night Shift												
Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide												
% FTE Allocation	Low ≤ 2.34 7.45 HPPD				Medium 2.35-2.85 8.28 HPPD				HIGH ≥ 2.86 9.11 HPPD			
	24%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs
Census ADC=32.7	RN	Assistive Staff	RN			Assistive Staff	RN			Assistive Staff		
36	4.0	4.0	8.0	8.0	5.0	4.0	9.0	8.9	5.0	5.0	10.0	9.8
35	4.0	4.0	8.0	7.8	5.0	4.0	9.0	8.7	5.0	4.0	9.0	9.6
34	4.0	3.0	7.0	7.6	4.0	4.0	8.0	8.4	5.0	4.0	9.0	9.3
33	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.2	5.0	4.0	9.0	9.0
32	4.0	3.0	7.0	7.2	4.0	4.0	8.0	7.9	5.0	4.0	9.0	8.7
31	4.0	3.0	7.0	6.9	4.0	3.0	7.0	7.7	4.0	4.0	8.0	8.5
30	3.0	3.0	6.0	6.7	4.0	3.0	7.0	7.5	4.0	4.0	8.0	8.2
29	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.2	4.0	4.0	8.0	7.9
28	3.0	3.0	6.0	6.3	4.0	3.0	7.0	7.0	4.0	3.0	7.0	7.7
27	3.0	3.0	6.0	6.0	4.0	3.0	7.0	6.7	4.0	3.0	7.0	7.4
26	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.1
25	3.0	2.0	5.0	5.6	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.8
24	3.0	2.0	5.0	5.4	3.0	3.0	6.0	6.0	3.0	3.0	6.0	6.6
23	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.3
22	3.0	2.0	5.0	4.9	3.0	2.0	5.0	5.5	3.0	3.0	6.0	6.0
21	3.0	2.0	5.0	4.7	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.7
20	2.0	2.0	4.0	4.5	3.0	2.0	5.0	5.0	3.0	2.0	5.0	5.5
19	2.0	2.0	4.0	4.2	3.0	2.0	5.0	4.7	3.0	2.0	5.0	5.2
18	2.0	2.0	4.0	4.0	2.0	2.0	4.0	4.5	3.0	2.0	5.0	4.9
17	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2	2.0	2.0	4.0	4.6
16	2.0	2.0	4.0	3.6	2.0	2.0	4.0	4.0	2.0	2.0	4.0	4.4
15	2.0	1.0	3.0	3.4	2.0	2.0	4.0	3.7	2.0	2.0	4.0	4.1
14	2.0	1.0	3.0	3.1	2.0	1.0	3.0	3.5	2.0	2.0	4.0	3.8
13	2.0	1.0	3.0	2.9	2.0	1.0	3.0	3.2	2.0	1.0	3.0	3.6
12	2.0	1.0	3.0	2.7	2.0	1.0	3.0	3.0	2.0	1.0	3.0	3.3
11	2.0	0.0	2.0	2.5	2.0	1.0	3.0	2.7	2.0	1.0	3.0	3.0
10	2.0	0.0	2.0	2.2	2.0	0.0	2.0	2.5	2.0	1.0	3.0	2.7

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

25th Floor FY2025

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

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.53 7.57 HPPD				Medium 8.4 2.54-3.09 8.41 HPPD				High ≥ 3.10 9.25 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
ADC= 25.5	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
32	6.0	5.0	11.0	11.2	6.0	6.0	12.0	12.4	7.0	7.0	14.0	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	12.8
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	9.8	5.0	5.0	10.0	10.9	6.0	6.0	13.0	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	11.0	10.3
23	4.0	4.0	8.0	8.1	5.0	5.0	10.0	8.9	5.0	5.0	10.0	9.8
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	6.8
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	5.4	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	2.0	4.0	2.1

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

25th Floor FY2025

Evening Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.53 7.57 HPPD				Medium 8.41 2.54-3.09 8.41 HPPD				High ≥ 3.10 9.25 HPPD			
	37%	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs
ADC= 25.5	RN	Assistive Staff	RN			Assistive Staff	RN			Assistive Staff		
32	6.0	5.0	11.0	11.2	6.0	6.0	12.0	12.4	7.0	7.0	14.0	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	12.8
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	8.9	5.0	5.0	10.0	9.8
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	6.8
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	5.4	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

EVALISYS® Variable Skill Mix Matrix - 8 Hour

Shirley Ryan AbilityLab

25th Floor FY2025

Night Shift

Assistive staff may include Patient Care Techs, Senior Nurse Interns, Nurse Interns, Rehab Nursing Aide

% FTE Allocation	Low ≤ 2.53 7.57 HPPD				Medium 2.54-3.09 8.41 HPPD				HIGH ≥ 3.10 9.25 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
Census	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
26%												
ADC= 25.5												
32	4.0	4.0	8.0	7.9	4.0	4.0	8	8.7	4.0	4.0	8	9.6
31	4.0	4.0	8.0	7.6	4.0	4.0	8.0	8.5	4.0	4.0	8.0	9.3
30	4.0	4.0	8.0	7.4	4.0	4.0	8.0	8.2	4.0	4.0	8.0	9.0
29	4.0	4.0	8.0	7.1	4.0	4.0	8.0	7.9	4.0	4.0	8.0	8.7
28	3.0	3.0	6.0	6.9	4.0	4.0	8.0	7.7	4.0	4.0	8.0	8.4
27	3.0	3.0	6.0	6.6	4.0	4.0	8.0	7.4	4.0	4.0	8.0	8.1
26	3.0	3.0	6.0	6.4	4.0	4.0	8.0	7.1	4.0	4.0	8.0	7.8
25	3.0	3.0	6.0	6.1	4.0	4.0	8.0	6.8	4.0	4.0	8.0	7.5
24	3.0	3.0	6.0	5.9	3.0	3.0	6	6.6	4.0	4.0	8.0	7.2
23	3.0	3.0	6.0	5.7	3.0	3.0	6.0	6.3	4.0	4.0	8.0	6.9
22	3.0	3.0	6.0	5.4	3.0	3.0	6.0	6.0	4.0	4.0	8.0	6.6
21	3.0	3.0	6.0	5.2	3.0	3.0	6.0	5.7	4.0	4.0	8.0	6.3
20	3.0	3.0	6.0	4.9	3.0	3.0	6.0	5.5	3.0	3.0	6.0	6.0
19	3.0	3.0	6.0	4.7	3.0	3.0	6.0	5.2	3.0	3.0	6.0	5.7
18	3.0	3.0	6.0	4.4	3.0	3.0	6.0	4.9	3.0	3.0	6.0	5.4
17	3.0	3.0	6.0	4.2	3.0	3.0	6.0	4.6	3.0	3.0	6.0	5.1
16	2.0	2.0	4.0	3.9	2.0	2.0	4.0	4.4	3.0	3.0	6.0	4.8
15	2.0	2.0	4.0	3.7	2.0	2.0	4.0	4.1	2.0	2.0	4.0	4.5
14	2.0	2.0	4.0	3.4	2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2
13	2.0	2.0	4.0	3.2	2.0	2.0	4.0	3.6	2.0	2.0	4.0	3.9
12	2.0	2.0	4.0	3.0	2.0	2.0	4.0	3.3	2.0	2.0	4.0	3.6
11	2.0	2.0	4.0	2.7	2.0	2.0	4.0	3.0	2.0	2.0	4.0	3.3
10	2.0	2.0	4.0	2.5	2.0	2.0	4.0	2.7	2.0	2.0	4.0	3.0
9	2.0	2.0	4.0	2.2	2.0	2.0	4.0	2.5	2.0	2.0	4.0	2.7
8	2.0	2.0	4.0	2.0	2.0	2.0	4.0	2.2	2.0	2.0	4.0	2.4
7	2.0	2.0	4.0	1.7	2.0	2.0	4.0	1.9	2.0	2.0	4.0	2.1
6	2.0	2.0	4.0	1.5	2.0	2.0	4.0	1.6	2.0	2.0	4.0	1.8
5	2.0	2.0	4.0	1.2	2.0	2.0	4.0	1.4	2.0	2.0	4.0	1.5