

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

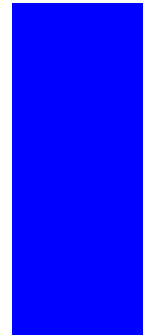
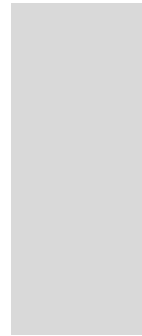
% FTE Allocation	Low ≤ 2.57 7.79 HPPD				Medium 8.6 HPPD 2.58-3.14 8.66 HPPD				High ≥ 3.15 9.53 HPPD			
	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target
Census	RN	Assistive Staff			RN	Assistive Staff *			RN	Assistive Staff		
39%												
ADC=22.1												
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

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		
Census	Skill Lev		Total FTEs	Staffing Target	Total FTEs		Staffing Target	Total FTEs		Staffing Target
ADC=22.1	RN	Assistive Staff	RN		Assistive Staff	RN		Assistive Staff		
32	4.0	3.0	7.0		5.0	3.0	8.0	5.0	4.0	9.0
31	4.0	3.0	7.0		5.0	3.0	8.0	5.0	4.0	9.0
30	4.0	3.0	7.0		5.0	3.0	8.0	4.0	4.0	8.0
29	3.0	3.0	6.0		4.0	3.0	7.0	4.0	4.0	8.0
28	3.0	3.0	6.0		4.0	3.0	7.0	4.0	4.0	8.0
27	3.0	3.0	6.0		4.0	3.0	7.0	4.0	3.0	7.0
26	3.0	3.0	6.0		3.0	3.0	6.0	4.0	3.0	7.0
25	3.0	2.0	5.0		3.0	3.0	6.0	4.0	3.0	7.0
24	3.0	2.5	5.5		3.0	3.0	6.0	4.0	3.0	7.0
23	3.0	2.0	5.0		3.0	3.0	6.0	3.0	3.0	6.0
22	3.0	2.0	5.0		3.0	3.0	6.0	3.0	3.0	6.0
21	3.0	2.0	5.0		3.0	2.0	5.0	3.0	3.0	6.0
20	3.0	1.0	4.0		3.0	2.0	5.0	3.0	2.0	5.0
19	3.0	1.0	4.0		3.0	2.0	5.0	3.0	2.0	5.0
18	3.0	1.0	4.0		3.0	1.0	4.0	3.0	2.0	5.0
17	3.0	1.0	4.0		3.0	1.0	4.0	3.0	2.0	5.0
16	3.0	1.0	4.0		3.0	1.0	4.0	3.0	1.0	4.0
15	3.0	1.0	4.0		3.0	1.0	4.0	3.0	1.0	4.0
14	3.0	0.0	3.0		3.0	1.0	4.0	3.0	1.0	4.0
13	3.0	0.0	3.0		3.0	0.0	3.0	3.0	1.0	4.0
12	3.0	0.0	3.0		3.0	0.0	3.0	3.0	1.0	4.0
11	3.0	0.0	3.0		3.0	0.0	3.0	3.0	0.0	3.0
10	3.0	0.0	3.0		3.0	0.0	3.0	3.0	0.0	3.0
9	3.0	0.0	3.0		3.0	0.0	3.0	3.0	0.0	3.0
8	3.0	0.0	3.0		3.0	0.0	3.0	3.0	0.0	3.0



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



Census	7.25 HPPD				8.05						Total FTEs	
	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
39%	7.25 HPPD				8.05							
ADC=29.5	7.25 HPPD				8.05							
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

		Low ≤ 2.57 7.25 HPPD				Medium 2.58-3.14 8.05 HPPD					
Unit	Skill Level	Skill Level		Total FTEs	Staffing Target	Skill Level		Total FTEs	Staffing Target	Skill Level	
		RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff
29.5											
0		6.0	5.0	11.0	11.0	6.0	6.0	12.0	12.2	7.0	13.5
0		5.5	5.0	10.5	10.7	6.0	6.0	12.0	11.9	7.0	13.0
0		5.0	5.0	10.0	10.3	6.0	5.5	11.5	11.5	6.5	12.6
		5.0	5.0	10.0	10.0	6.0	5.0	11.0	11.1	6.0	12.2
		5.0	4.5	9.5	9.6	5.5	5.0	10.5	10.7	6.0	11.8
		5.0	4.0	9.0	9.3	5.0	5.0	10.0	10.3	6.0	11.4
		5.0	4.0	9.0	8.9	5.0	5.0	10.0	9.9	6.0	10.9
		4.5	4.0	8.5	8.6	5.0	4.5	9.5	9.6	5.5	10.5
		4.0	4.0	8.0	8.3	5.0	4.0	9.0	9.2	5.0	10.1
		4.0	4.0	8.0	7.9	4.5	4.0	8.5	8.8	5.0	9.7
		4.0	3.5	7.5	7.6	4.0	4.0	8.0	8.4	5.0	9.3
		4.0	3.0	7.0	7.2	4.0	4.0	8.0	8.0	4.5	8.8
		4.0	3.0	7.0	6.9	4.0	3.5	7.5	7.6	4.0	8.4
		4.0	2.5	6.5	6.5	4.0	3.0	7.0	7.3	4.0	8.0
		3.0	3.0	6.0	6.2	3.5	3.0	6.5	6.9	4.0	7.6
		3.0	3.0	6.0	5.9	3.0	3.0	6.0	6.5	4.0	7.2
		3.0	2.5	5.5	5.5	3.0	3.0	6.0	6.1	3.5	6.7
		3.0	2.0	5.0	5.2	3.0	2.5	5.5	5.7	3.0	6.3
		2.5	2.5	5.0	4.8	3.0	2.0	5.0	5.4	3.0	5.9
		2.5	2.0	4.5	4.5	3.0	2.0	5.0	5.0	3.0	5.5
		2.0	2.0	4.0	4.1	2.0	2.5	4.5	4.6	3.0	5.0
		2.0	2.0	4.0	3.8	2.0	2.0	4.0	4.2	2.5	4.6
		2.0	1.0	3.0	3.4	2.0	2.0	4.0	3.8	2.0	4.2
		2.0	1.0	3.0	3.1	2.0	1.0	3.0	3.4	2.0	3.8
		2.0	0.5	2.5	2.8	2.0	1.0	3.0	3.1	2.0	3.4
		2.0	0.5	2.5	2.4	2.0	0.5	2.5	2.7	2.0	2.9
		2.0	0.0	2.0	2.1	2.0	0.0	2.0	2.3	2.0	2.5
		2.0	0.0	2.0	1.7	2.0	0.0	2.0	1.9	2.0	2.1
		2.0	0.0	2.0	1.4	2.0	0.0	2.0	1.5	2.0	1.7
		2.0	0.0	2.0	1.0	2.0	0.0	2.0	1.1	2.0	1.3
		2.0	0.0	2.0	0.7	2.0	0.0	2.0	0.8	2.0	0.8

dated 2/11/2024

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

Location	Low ≤ 2.57 7.25 HPPD				Medium 2.58-3.14 8.05 HPPD				HIGH ≥ 3.15 8.86 HPPD			
	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		
29.5	4.0	3.0	7.0	6.7	4.0	3.0	7.0	7.4	4.0	4.0	8.0	8.1
	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.2	4.0	4.0	8.0	7.9
	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.9	4.0	4.0	8.0	7.6
	3.0	3.0	6.0	6.0	3.0	3.0	6.0	6.7	4.0	3.0	7.0	7.4
	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.5	4.0	3.0	7.0	7.1
	3.0	3.0	6.0	5.6	3.0	3.0	6.0	6.2	4.0	3.0	7.0	6.9
	3.0	3.0	6.0	5.4	3.0	3.0	6.0	6.0	3.0	3.0	6.0	6.6
	3.0	2.0	5.0	5.2	3.0	3.0	6.0	5.8	3.0	3.0	6.0	6.4
	3.0	2.0	5.0	5.0	3.0	3.0	6.0	5.6	3.0	3.0	6.0	6.1
	3.0	2.0	5.0	4.8	3.0	2.0	5.0	5.3	3.0	3.0	6.0	5.9
	3.0	2.0	5.0	4.6	3.0	2.0	5.0	5.1	3.0	3.0	6.0	5.6
	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				Medium 8.4 2.68-3.26				High ≥ 3.27			
	7.52 HPPE7.52											
Census												
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



Census		RN		Assistive Staff		RN		Assistive Staff		RN		Assistive Staff	
ADC=28.2	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						

Shirley Ryan AbilityLab

22nd Floor FY2025

Night Shift

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

% FTE Allocation	Low ≤ 2.67 7.50 HPPD				Medium 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		
26%	ADC=28.2											
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

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
ADC=32.8	RN	Assistive Staff	RN			Assistive Staff	RN			Assistive Staff	RN	
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



26%

Census												
ADC=32.8	RN	Assistive Staff		RN	Assistive Staff		RN	Assistive Staff		RN	Assistive Staff	
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	5.45.07				9.96 -9.96				96 -9.96 0 3



38%												
Census												
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				



38%

Census

ADC=32.7	Assistive Staff		RN	RN	Assistive Staff		RN	RN	Assistive Staff		RN	RN
	RN	Assistive Staff			RN	Assistive Staff			RN	Assistive Staff		
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

% FTE Allocation	<= 2.34 7.45 HPPD				2.35-2.85 8.28 HPPD				9.11 HPPD						
24%	Skill Level			Total FTEs	Staffing Target	Skill Level			Total FTEs	Staffing Target	Skill Level			Total FTEs	Staffing Target
Census	RN	Assistive Staff	Total FTEs			RN	Assistive Staff	Total FTEs			RN	Assistive Staff	Total FTEs		
ADC=32.7	RN	Assistive Staff	Total FTEs	Staffing Target	RN	Assistive Staff	Total FTEs	Staffing Target	RN	Assistive Staff	Total FTEs	Staffing Target			
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			



37%

Census

ADC= 25.5	RN	Assistive Staff		RN	Assistive Staff		RN	Assistive Staff	
32	6.0	5.0	11.0	6.0	6.0	12.0	7.0	7.0	14.0
31	6.0	5.0	11.0	6.0	6.0	12.0	7.0	7.0	14.0
30	5.0	5.0	10.0	6.0	6.0	12.0	7.0	7.0	14.0
29	5.0	5.0	10.0	6.0	6.0	12.0	7.0	7.0	14.0
28	5.0	5.0	10.0	5.0	5.0	10.0	6.0	6.0	12.0
27	5.0	5.0	10.0	5.0	5.0	10.0	6.0	6.0	12.0
26	5.0	5.0	10.0	5.0	5.0	10.0	6.0	6.0	12.0
25	5.0	5.0	10.0	5.0	5.0	10.0	6.0	6.0	12.0
24	4.0	4.0	8.0	5.0	5.0	10.0	6.0	5.0	10.0
23	4.0	4.0	8.0	5.0	5.0	10.0	5.0	5.0	10.0
22	4.0	4.0	8.0	5.0	5.0	10.0	5.0	5.0	10.0
21	4.0	4.0	8.0	5.0	5.0	10.0	5.0	5.0	10.0
20	4.0	4.0	8.0						



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