JOSH GREEN, M.D. GOVERNOR



### DEPARTMENT OF BUSINESS, DT CON ECONOMIC DEVELOPMENT & TOURISM KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI

A HOʻOMĀKAʻIKAʻI

No. 1 Capitol District Building, 250 South Hotel Street, 5th Floor, Honolulu, Hawaii 96813 Mailing Address: P.O. Box 2359, Honolulu, Hawaii 96804 Web site: dbedt.hawaii.gov SYLVIA LUKE 21 GOVERNOR JAMES KUNANE TOKIOKA DIRECTOR

> DANE K. WICKER DEPUTY DIRECTOR

Telephone: (808) 586-2355 Fax: (808) 586-2377

DTS# 202312191208LA

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The Honorable Ronald D. Kouchi, President and Members of the Senate Thirty-Second State Legislature State Capitol, Room 409 Honolulu, Hawaii 96813 The Honorable Scott K. Saiki, Speaker and Members of the House of Representatives Thirty-Second State Legislature State Capitol, Room 431 Honolulu, Hawaii 96813

Dear President Kouchi, Speaker Saiki, and Members of the Legislature:

For your information and consideration, I am transmitting a copy of the report titled *Self-Sufficiency Income Standard, Estimates for Hawaii 2022,* as required by Section 201-3(5), Hawaii Revised Statutes. In accordance with Section 93-16, Hawaii Revised Statutes, I am also informing you that the report may be viewed electronically at: http://dbedt.hawaii.gov/overview/annual-reports-reports-to-the-legislature/.

Sincerely, James Kunane Tokioka

Enclosure

c: Legislative Reference Bureau



# Self-Sufficiency Income Standard

# Estimates for the State of Hawai'i and Counties 2022







# Department of Business, Economic Development and Tourism

# December 2023

This report fulfills the reporting requirements of 201-3(5), Hawai'i Revised Statutes and was prepared by the Research and Economic Analysis Division. This publication was produced under the direction of the Economic Research Administrator Dr. Eugene Tian by Laura Viso, Senior Economist, and edited by Dr. Joseph Roos, Manager of the Economic Research Branch and Karl Ekroth, Economist.

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# I. Executive Summary

Hawai'i Revised Statutes, 201-3(b) requires that, beginning in 2008, DBEDT establish and update a biennial self-sufficiency standard incorporating existing methods of calculation, and reflecting costs relating to housing, food, childcare, transportation, health care, clothing and household expenses, taxes, children's ages, geography, and the number of household wage earners. The first report was published in January 2009 and the consecutive reports were published every two years with the eighth report published in December 2021. These reports can be accessed at the following website: <a href="http://dbedt.hawaii.gov/economic/reports\_studies/self-sufficiency-income-study/">http://dbedt.hawaii.gov/economic/reports\_studies/self-sufficiency-income-study/</a>. This report is the ninth update to previous reports on the performance of Hawai'i's self-sufficiency standard.

Consistent with the Family Self-Sufficiency Study (FESS) methodology, this study defines economic selfsufficiency as the amount of money that individuals and families require to meet their basic needs without government and/or other subsidies. Also consistent with FESS, it is assumed that adults are working full-time (40-hours a week), with one or more jobs.

This study establishes Hawai'i's self-sufficient family income standards for year 2022 and compares annual self-sufficient family budgets with annual poverty thresholds, annual minimum wage level, and annual median family income for five family types.

Major highlights of the study are that:

- Among all five family types, Hawai'i County had the lowest self-sufficiency budget requirements among all counties. Honolulu County had the highest self-sufficiency budget requirements for one adult and one preschooler, and one adult, one preschooler and one school-age child family types. Kaua'i County had the highest self-sufficiency budget requirements for one adult, two adult, and also for the two adult, one preschooler and one school-age child family types.
- State median income for families of one-adult, two-adult couple families without children, and two-adult couple families with two children exceeded self-sufficiency income needs. State median income of one-adult with one child and of one-adult with two children were below self-sufficiency income needs.
- Statewide, one-adult and two adult family types with no children had the lowest percentage of families with median incomes below the self-sufficiency level, at 42.9 percent and 19.2 percent respectively. On the other hand, one-adult families with children struggled the most economically. For one-adult families with one child, one-adult with two children, and two adults with two children family types, 64.5 percent, 100.0 percent, and 45.0 percent, had incomes below the self-sufficiency level, respectively.

Total budget levels by family size are summarized by county in Table I.A and displayed in Figure I.A. Appendix B provides comparisons between the results of this update study and past studies, including the 2007 DBEDT results.

	Family Type					
County	One Adult	Two Adult Family	One Adult + One Preschooler	One Adult + One Preschooler + One School-age	Two Adult + One Preschooler + One School-age	
Honolulu	\$41,896	\$52,861	\$72,053	\$92,061	\$98,407	
Hawaiʻi	\$34,970	\$46,954	\$59,518	\$74,791	\$85,116	
Maui	\$43,450	\$56,217	\$69,378	\$89,147	\$99,241	
Kaua'i	\$45,092	\$58,756	\$70,272	\$89,648	\$100,312	
State	\$41,245	\$52,700	\$69,861	\$89,131	\$96,696	
Selected Income Benchmarks						
Poverty Threshold	\$15,630	\$21,060	\$21,060	\$26,490	\$31,920	
Minimum Wage	\$24,960	\$49,920	\$24,960	\$24,960	\$49,920	
State Median Family Income	\$47,425	\$105,065	\$53,575	\$71,919	\$106,316	
Percent by Which Self-Sufficien	cy Budget is Abov	ve or Below (-) Sel	ected Income Bench	marks		
Poverty Threshold	163.9%	150.2%	231.7%	236.5%	202.9%	
Minimum Wage	65.2%	5.6%	179.9%	257.1%	93.7%	
Median Family Income	-13.0%	-49.8%	30.4%	23.9%	-9.0%	
Percent of Families with State Median Income Below Self-Sufficiency Level (based on ACS-PUMS data)						
State Total	42.9%	19.2%	64.5%	100.0%	45.0%	

#### Table I.A: Annual Self-Sufficiency Family Budgets for Selected Family Types, 2022

#### Figure I.A: Annual Self-Sufficiency Family Budgets for Selected Family Types, 2022



# II. Introduction

Hawai'i Revised Statutes, 201-3(b) requires that, beginning in 2008, DBEDT establish and update a biennial self-sufficiency standard incorporating existing methods of calculation, and reflecting costs relating to housing, food, childcare, transportation, health care, clothing and household expenses, taxes, children's ages, geography, and the number of household wage earners. The first report was published in January 2009, the second in December 2011, the third in December 2012, the fourth in December 2014, the fifth in December 2015, the sixth in December 2017, the seventh in December 2019, and the eighth in December 2021.

These reports can be accessed at <u>http://dbedt.hawaii.gov/economic/reports\_studies/self-sufficiency-income-study/</u>. This report is an update to previous reports on the performance of Hawai'i's self-sufficiency standard.

The measurement of self-sufficient family budgets and living standards in the United States dates back to the late 19<sup>th</sup> century. The first standard family budgets, developed by the U.S. Bureau of Labor Statistics (BLS), were part of a study of the living conditions of cotton mill workers in 1909. The budgets defined two levels of living standards: a 'minimum' standard of living consisting of bare essentials and a 'fair' standard of living that provided some allowances for comfort (Johnson, Rogers, & Tan, 2001). By the 1970s, the BLS had established three hypothetical budget levels measuring living costs for a family of four at what they termed low, intermediate, and higher living levels. These standards were measured for the U.S. and for most large metropolitan areas of the nation, including Honolulu. A major strength of the BLS four-person budget studies was the use of a consistent methodology and data sources. This permitted each metropolitan area to be readily compared with the others and to the national average. Unfortunately, budget constraints caused the Bureau to discontinue the four-person budget studies in the mid-1980s.

Since then, the official poverty thresholds produced by the U.S. Census Bureau have been the most universally cited measures of relative family well-being. However, the poverty thresholds measure only the cost of food based on the U.S. Department of Agriculture's Thrifty Food Plan, adjusting for family size, and family type composition. Food costs are then multiplied by three to estimate an overall poverty income threshold. The poverty thresholds are updated every year based on the consumer price index (CPI), and there have been only very minor changes in their calculation methodology since they were adopted in the late 1960s.

In recent years, several methodologies have been developed to estimate self-sufficient family budgets mainly based on the previous BLS methods, by summing up the family consumption expenditures of housing, childcare, food, transportation, health care, miscellaneous, and taxes. Two major efforts in this area were the Family Self Sufficiency Study (FESS) project (Pearce & Brooks, 2003) and the Economic Policy Institute's *Basic Family Budgets* (Bernstein, Brocht & Spade-Aguilar, 2000). The FESS methodology has been used as the basis for numerous studies across the mainland by Dr. Diana Pearce and has become a standard for similar studies conducted by others.

In July 2000, the American Friends Services Committee (AFSC), Hawai'i Area Program applied the FESS Self-Sufficiency Standard methodology directly with the childcare cost data from the Hawai'i State Department of Human Services, Self-Sufficiency and Support Services Division's Childcare Market Rate Study Survey (AFSC-Hawai'i, 2000).

In April 2003, the Hawai'i State Commission on the Status of Women contracted Dr. Diana Pearce, then director of the Women and Poverty Project at Wider Opportunities for Women, for a study. That study directly applied the FESS methodology. The childcare cost data were from the original Hawai'i State Department of Human Services, Self-Sufficiency and Support Services Division's Childcare Market Rate Study Survey 2000 but updated using the Consumer Price Index (CPI), (Pearce & Brooks, 2003).

In March 2008, Aloha United Way and the University of Hawai'i's Center on the Family and Hawai'i Kids Count did an update for a limited set of 2005 Hawai'i self-sufficient family budgets. That study used data sources not used in the previous studies, especially for housing rental and childcare cost data (He, Yuan, Illukpitiya & Yuen 2007). As a result of the differences in data sources, the three studies are not directly comparable, even though they share the same basic methodology and framework.

In January 2009, DBEDT updated Hawai'i's self-sufficient family budgets and living standards to 2007 using the FESS methodology underlying the previous three studies. However, due to the need to find some alternative data sources, full compatibility between the new DBEDT report series and the earlier studies was not possible and, therefore, comparison of results to earlier studies is not recommended.

This current study is an update on the performance of Hawai'i's self-sufficiency standard to 2022. As in the previous study, this update also compares self-sufficient family budgets with federal poverty thresholds, state minimum wage level and median family income. Appendix A lists the different data sources used and Appendix B lists the estimates of these five studies.

By using the Census Bureau American Community Survey's Public Use Microdata Sample File (ACS-PUMS) and Current Population Survey (CPS) data, this study also analyzed the following demographic and socioeconomic characteristics of people living in Hawai'i at different income levels: poverty threshold, minimum wage, median family income, and self-sufficient family budgets.

Finally, this updated study also estimated the percentages of families whose actual incomes fell below the self-sufficiency family budget levels. This was accomplished using the U.S. Census Bureau American Community Survey's Public Use Microdata Sample File (ACS-PUMS) and the Current Population Survey (CPS) data. Only families and individuals with positive earnings for the five family prototypes were included in the income analysis. For the counties, the percentages of families with income below the self-sufficiency level were not provided due to insufficient sample sizes of the types of families.

Appendix B provides comparisons between the results of this updated study and past studies, including the 2007 DBEDT results.

# III. Self-Sufficiency Family Budget Methodology

Consistent with the FESS methodology, this study defines economic self-sufficiency as the amount of money that individuals and families require to meet their basic needs without government and/or other subsidies. Also consistent with FESS, it is assumed that adults are working full-time (40-hours a week) at one or more jobs.

#### A. Family Types

This study focused on estimating self-sufficiency budgets for five different family prototypes: one-adult, two-adult household without children (filing a joint income tax return), one-adult with one preschooler, one-adult with one preschooler and one school-aged child, and a two-adult couple (filing a joint income tax return) with one preschooler and one school-aged child. By following FESS' assumptions, we define preschool children as newborn to 5 years old, school-aged children as 6-12 years old, and adults as 19-64 years old.

#### B. Geographic Coverage

This study estimated the county-specific self-sufficiency family budgets for all four counties in Hawai'i and also the weighted average for the state as a whole. As a comparison to the self-sufficiency family budgets, the data was also categorized and calculated by age, gender, marital status, and family sizespecific state level median household income using Census Bureau's American Community Survey ACS-PUMS raw data (ACS-PUMS variables HINCP, ADJINC, NP, HHT, HUPAOC, HUPARC, R18, AND WGTP). ACS-PUMS variable ADJINC was used to adjust the HINCP variable to constant dollars for the 1-year PUMS datasets. This is because household income (HINCP) is for the past 12 months. This means there are 12 different reference periods and ADJINC annualizes these rolling reference periods. The county level family-size-specific median income was not estimated due to insufficient sample size.

#### C. Budget Components

The following items represent the necessary components of the self-sufficiency family budget standard, with an explanation for the data sources and calculation methods. Appendix A lists the specific data sources and Appendix B compares differences in data sources among the four Hawai'i studies on the self-sufficiency standard.

#### 1. Housing

*Housing cost* refers to the rental cost (shelter rent plus utilities) for a privately owned, decent, structurally safe, and sanitary rental housing unit of a modest nature with suitable amenities. Both the Economic Policy Institute's Basic Family Budgets framework (Bernstein 2000, Allegretto 2005) and FESS Self-Sufficiency Standard (Pearce & Brooks 2003, AFSC-Hawai'i 2000) used the U.S. Department of Housing and Urban Development's fair market rents (FMRs). The FMRs are based on data from the decennial census and the annual American Community Survey (ACS). This study used the U.S. Department of Housing and Urban Development's 50<sup>th</sup> percentile FMRs for each of Hawai'i's four

counties. At the 50<sup>th</sup> percentile level, half of the housing in a given area would be less expensive than the FMRs, while the remaining half would cost more than the FMRs. FMRs cover only housing that has been recently rented and thus depict current rental prices. It is assumed that parents and children do not share the same bedrooms. Therefore, housing for one-adult and two-adult couples without children consist of one-bedroom units, while families with one or two children are housed in two-bedroom units.

It is important to note that, while the self-sufficiency standards include the entire cost of maintaining a housing unit in each budget, this may not reflect actual living arrangements. For instance, many single adults share housing. Other family prototypes may also share housing, possibly making actual housing expenses less than indicated by the standard.

#### 2. Food

Consistent with Pearce & Brooks, 2003, the food cost represents the expense of a family to meet the "low-cost plan" nutritional standard as defined by the *U.S. Department of Agriculture's Official USDA Food Plans: Cost of Food at Home at Four Levels* (USDA, 2022). The food plans assume that all ingredients for meals and snacks are purchased at stores and prepared at home. USDA's estimates for the low-cost plan are for the United States as a whole. To reflect the higher food costs in the Honolulu Metropolitan area, USDA recommends increasing the national estimates by 63.0 percent (Nord, Andrews, & Carlson, 2010). To calculate the monthly food cost for different family prototypes, this study followed the procedures recommended by AUW-Hawai'i and University of Hawai'i Center on the family's study (He, Yuan, Illukpitiya & Yuen 2007).

Several adjustments were made based on USDA recommendations and assumptions. First, USDA reports food costs for individuals in four-person families on a monthly basis. This study followed USDA's recommendation to use food costs for June as the average annual monthly food cost and of adding a 5 percent adjustment to the cost for each individual in a three-person family.

Second, food costs for individual family members are based on age-specific estimates for children and age-specific and sex-specific estimates for adults as provided in USDA's low-cost food plan. The food cost for a female adult was assumed for the adult in a one-parent family. The estimates for the following age groups were used: 19-50 years old (for adults), 6-8 years old and 9-11 years old (where the simple average was taken) for school-age children, and 4-5 years old (for pre-school children).

Third, county-specific food costs were calculated based on a ratio created by the 2000 American Friends Service Committee study (AFSC-Hawai'i, 2000).

#### 3. Transportation

Transportation costs are based on the cost of either public transportation or owning and operating an automobile. When public transportation is very limited or not available (as in the case of the neighbor islands), transportation costs were estimated based on the cost of owning, maintaining, and operating a private automobile. Depending on variations in geography and other factors, some two-parent families require two automobiles to meet basic needs for work, childcare, etc., while others need only one.

Therefore for the standard, it was assumed that on average 1.5 cars were needed for the two-parent family. Again, wherever public transportation is widely available (as in the case of Honolulu), the transportation needs of some families may be satisfied by the bus, while others may still require private autos. Therefore, costs were estimated by averaging the cost of riding the bus and cost of owning, maintaining, and operating an automobile.

Private transportation costs cover the fixed cost (registration, taxes, and insurance), and the operation or variable cost (fuel, maintenance, and repairs) of automobile ownership. The maintenance and repair costs cover normal and preventive maintenance to ensure sound and economical operation during the retention cycle of the vehicle. It was assumed that the vehicle was acquired prior to the year for which the cost estimation was made and, therefore, no purchase and depreciation costs were included in the fixed cost.

For auto insurance, the 2022 Sample Annual Premiums from the Hawai'i State Department of Commerce and Consumer Affairs (DCCA) was used. The sample premiums were based on a 2020 Honda Accord LX, 4-door sedan or equivalent, with a clean driving record (no accidents and no traffic convictions) assumed. The premiums were also based upon the following minimum coverage: \$20,000/40,000 Bodily Injury Liability, \$10,000 Property Damage Liability, \$10,000 Personal Injury Protection, \$20,000/40,000 Uninsured Motorist (optional) and \$20,000/40,000 Underinsured Motorist (optional).

The vehicle was assumed to run on regular gasoline. The fuel cost was calculated by multiplying the pergallon gas price by the number of gallons of gas consumed. The average per-gallon price of regular gasoline for each county was obtained from DBEDT Monthly Energy Trend (MET).

Maintenance and repair costs (MC) were estimated by multiplying the per-mile maintenance cost by the number of miles traveled. The firm Runzheimer International estimated the per-mile maintenance cost for Hawai'i using 2003 survey data (DBEDT State of Hawai'i Data Book 2005). The estimated cost was based on a typical intermediate-size vehicle, represented by the 2003 Ford Taurus SEL sedan, driven 15,000 miles per year and retained for four years. The rate for 2003 was adjusted for 2022 using Honolulu Consumer Price Index. The annual average number of miles traveled per vehicle was obtained from DBEDT's State of Hawai'i Data Book 2022.

#### 4. Childcare

Childcare expense is the cost incurred for families to keep children in private care and before and afterschool childcare programs while parents are at work. It was assumed that pre-school children receive full-time private care (8 hours/day, 5 days/week, and 4.33 weeks/month) from either family childcare (FCC) homes or group childcare (GCC) centers. School-age children, on the other hand, were assumed to receive two hours/day before-school private care and to be enrolled in the State Hawai'i Department of Education's A-Plus after-school program during school days (9 months), and to receive full-time private care during school breaks and summer vacation (3 months). Age-specific and county-specific childcare costs for family childcare and group childcare for the year 2022 were obtained from the provider statistics provided by PATCH (People Attentive to Children), Hawai'i (PATCH-Hawai'i, 2023). For a school-age child, the monthly rate of private care was the average cost of all types of private care for children 5–10 years old. Since PATCH reported on two districts for Hawai'i County, the weighted average was taken as the county average.

#### 5. Health Care

Health care costs include health insurance premiums and out-of-pocket medical expenses. The employee's share of the premium was assumed for the premium cost, as employers in Hawai'i are mandated to provide health insurance for all full-time employees, and all adults in our prototype families were assumed to work full time. Each family was assumed to purchase one family health plan providing coverage for every family member. The out-of-pocket medical expenses were payments by individual family members and families for medical and health services received and medicines purchased.

The health-insurance premium rate was a weighted average of the premiums for a family plan paid by employees in the private sector, state and local governments, and federal government. The average private-sector rates for Hawai'i were obtained from the National Medical Expenditure Panel Survey (MEPS). The public-sector rate was the average of Kaiser and HMSA family plans offered to government employees in Hawai'i. The rates for federal employees were those published by the U.S. Office of Personnel Management. The rates for state and local government employees were published by Hawai'i Employer-Union Health Benefits Trust Fund (EUTF). The average employee premiums for the private sector, state and local governments, and federal government were first weighted by their respective proportions of total employees in each of these sectors in Hawai'i, and then summed up to obtain the average health insurance cost. The weights were calculated based on 2022 employment statistics provided by Lightcast.

The out-of-pocket expenses for a family were the sum of such spending by individual family members. The National Medical Expenditure Panel Survey (MEPS) provides age-specific out-of-pocket Hawai'i medical spending data for 2008. The age groups that represented the closest approximation for members of our prototype family were included in this calculation: 0-4 years (pre-school children), 5-17 years (school-age children), and 25-44 years and 45-64 years (combined for adults). The MEPS reports the amount of out-of-pocket spending in five categories, with the estimated number of people in each spending category. This study calculated the median spending for adults, pre-school children, and school-age children for 2008 and adjusted it to the 2022 level using the Urban Hawai'i CPI.

#### 6. Miscellaneous

Included in the miscellaneous category are the costs of telephone, clothing, personal care expenses, household supplies, reading materials, school supplies, union dues, bank fees, television, music, internet connection, and other miscellaneous items. Consistent with the practice of past studies, this category is assumed to be 10 percent of the total of all other basic living costs (Pearce & Brooks 2003; AFSC-Hawai'i 2000; He, Yuan, Illukpitiya & Yuen 2007).

#### 7. Taxes

Taxes include the state general excise tax (GET), payroll taxes (Social Security and Medicare taxes), state income taxes, and federal income taxes. Unlike sales tax in other states, Hawai'i's GET is applied to the sale of both goods and services and is a tax liability of the seller. The law neither requires nor prohibits the GET tax from being passed on directly to the customer. According to the Pearce (2003) and University of Hawai'i Center on Family (2007) studies, in practice businesses involved in childcare, medical services, and renting or leasing real estate tend not to collect GET from their customers, while most other businesses in wholesale and retailing do. Thus, the methodology calls for GET to be calculated only for food and miscellaneous expenses for 2022 (Pearce & Brooks 2003; He, Yuan, Illukpitiya & Yuen 2007). Honolulu, Kaua'i, and Hawai'i have a GET rate at 4.712 percent, which includes the county surcharge (0.5 percent). Maui's GET rate of 4.166 percent does not include the county surcharge.

State income taxes were calculated based on the N-11 forms, instructions, and related schedules for 2022 from the Hawai'i State Department of Taxation. Employees' contributions to the federal payroll taxes for Social Security and Medicare were calculated at 7.65 percent (6.2 percent & 1.45 percent respectively) for 2022. Federal income taxes were calculated based on 1040 forms, instructions, and related publications for 2022 from the Internal Revenue Service of the U.S. Department of the Treasury. For each family prototype, federal and Hawai'i state income taxes were estimated, after considering all applicable standard deductions, exemptions, non-refundable tax credits, and refundable tax credits.

The prototype families that included children were eligible for two non-refundable tax credits for their federal tax return, Child and Dependent Care Expenses (CDCE) and Child Tax Credit (CTC). Additionally, families with children were eligible for Hawai'i's Child and Dependent Care Expenses tax credits from the state. The federal CDCE tax credit allowed working parents to deduct a percentage of their childcare costs from the income tax they owe. The federal CTC, on the other hand, allowed families with qualifying children to deduct up to \$2,000 per child for 2022. Hawai'i's Child and Dependent Care Expenses tax credit allowed working parents to deduct a percentage of their childcare state income tax they owe.

For tax and tax credit estimations, the study assumed that (a) single parents file as heads of household and two-adult couples file jointly for their income tax returns; (b) all adults are not qualifying children of another person; (c) the prototype families file resident income tax returns and claim standard deduction rather than itemized deduction; (d) the only sources of income are those wages, salaries, tips, etc. reported on the W-2 form; (e) the families have no income adjustment and no other tax liabilities; (f) all family members are U.S. citizens or resident aliens; (g) none of the family members is elderly or disabled; (h) the prototype families may be eligible for tax credits for child and dependent care expenses, child tax, earned income, low-income, low-income renters, and general income tax; and (i) the total income tax withholdings approximate the amount of owed tax minus refundable tax credits and, therefore, a family's tax refund in any specific year is approximately zero. The estimations of taxes and tax credits were based on family income, family type, number of children, and other assumptions mentioned above. By definition, family self-sufficiency income must be able to cover the sum of living expenses plus tax liabilities. To fulfill this condition, the estimation of taxes and tax credits were done via a series of iterations. The initial iteration took the total cost of housing, childcare, food, transportation, health care, and miscellaneous as the initial estimate of a family's earned (consumption) income, based on which the applicable taxes and non-refundable and refundable tax credits were calculated. If the sum of income tax from earned (consumption) income and refundable tax credits was unable to balance the sum of total living costs and tax liabilities, the second iteration would take place using a revised estimate of earned income to re-estimate taxes and tax credits. The estimation iteration ended when the assumed condition of self-sufficiency was met (i.e. total family income = total living expenses + tax liabilities).

# IV. 2022 Self-Sufficiency Family Budgets

### A. State and County Overview

The Self-Sufficiency Family Standard budgets are estimated monthly expenses required for a family. These budgets vary by family size, type, location, and the age of children. This study estimated budgets for the state and four counties and for five different family compositions.

The budgets for the state level were derived by weighted averages based on the counties' population percentage (Census ACS, 2022). Included also was information on the federal poverty threshold, state minimum wage and state median family income information for comparison. In 2022, the minimum hourly wage in Hawai'i was \$12. The federal poverty threshold information for Hawai'i was from the U.S. Department of Health and Human Services' 2022 Poverty Guidelines. The Census Bureau provides family size-specific state median family income estimates based on its decennial census and annual American Community Surveys, but it does not provide detailed information by differences in age, sex and marital status. This study calculated family size-specific state median family income by age, sex, and marital status, for the five selected family prototypes using Census Bureau's American Community Survey ACS-PUMS data set. This makes it possible to compare the calculated self-sufficiency income needs of the prototype families with the estimated incomes of corresponding Hawai'i families.

Table IV.A and Figure I.A provides a comparison of annual Self-Sufficiency Family Budgets among four counties, state weighted averages, and five different family compositions.

- Among all five family types, Hawai'i County had the lowest self-sufficiency income requirements among all counties. For the one-adult category, Kaua'i had the highest self-sufficiency income requirements, followed by Maui and Honolulu. For the two-adult couple category, Kaua'i had the highest self-sufficiency income requirements, followed by Maui and Honolulu. For the two-adult and Honolulu. For the one-adult with one child and the one-adult with two children family types, Honolulu had the highest self-sufficiency income requirements. For couples with two children, Kaua'i had the highest self-sufficiency income requirements, followed by Maui and Honolulu.
- The state median income for families of one-adult, two-adult couple families without children, and two-adult couple families with two children exceeded self-sufficiency income needs. State median income of one-adult with one child and of one-adult with two children family types were below self-sufficiency income needs, by 30.4 percent and 23.9 percent respectively.
- For all family types, working full-time at minimum wage would not be enough to cover the selfsufficiency family budgets. The self-sufficiency budget for two-adult families with no children was closest to being covered by minimum wage, however, still 5.6 percent above minimum wage income. A one-adult family type needs an additional 65.2 percent above minimum wage income to cover the self-sufficiency budget. While one-adult with one child and the one-adult with two children family types need over double their income (100 percent increase) to meet selfsufficiency budgets. Two-adults with two children families need 93.7 percent more than a minimum wage income provides to meet the self-sufficiency family budget.

 Statewide, one-adult and two adult family types with no children had the lowest percentage of families with incomes below the self-sufficiency level, at 42.9 percent and 19.2 percent respectively. For one-adults with one child, one-adults with two children, and two adults and two children family types, 64.5 percent, 100.0 percent, and 45.0 percent, had incomes below the self-sufficiency level, respectively.

	Family Type				
	One Adult	Two Adult	One Adult + One	One Adult + One	Two Adult + One
County		Family	Preschooler	Preschooler +	Preschooler +
				One School-age	One School-age
Honolulu	\$41,896	\$52,861	\$72,053	\$92,061	\$98,407
Hawaiʻi	\$34,970	\$46,954	\$59,518	\$74,791	\$85,116
Maui	\$43,450	\$56,217	\$69,378	\$89,147	\$99,241
Kaua'i	\$45,092	\$58,756	\$70,272	\$89,648	\$100,312
State	\$41,245	\$52,700	\$69 <i>,</i> 861	\$89,131	\$96,696
Selected Income Benchmark	S				
Poverty Threshold	\$15,630	\$21,060	\$21,060	\$26,490	\$31,920
Minimum Wage	\$24,960	\$49,920	\$24,960	\$24,960	\$49,920
Median Family Income	\$47,425	\$105,065	\$53,575	\$71,919	\$106,316
Percent by Which Self-Suffici	ency Budget is Abov	e or Below (-) Sel	ected Income Bench	marks	
Poverty Threshold	163.9%	150.2%	231.7%	236.5%	202.9%
Minimum Wage	65.2%	5.6%	179.9%	257.1%	93.7%
Median Family Income	-13.0%	-49.8%	30.4%	23.9%	-9.0%
Percent of Families with Stat	e Median Income Be	elow Self-Sufficien	cy Level (based on A	ACS-PUMS data)	
State Total	42.9%	19.2%	64.5%	100.0%	45.0%

Figure IV.A: Annual Self-Sufficiency Family Budgets for Selected Family Types, 2022



### B. Honolulu County

Honolulu County had the highest self-sufficiency income requirements for the one-adult with one child and the one-adult with two children family types. Honolulu also had the highest housing costs and childcare costs among the counties. The higher housing costs of Honolulu family budgets were partially offset by lower costs in transportation and food. Other notable observations regarding Honolulu selfsufficiency levels were:

- A one-adult with no children needed to earn an hourly wage of \$19.84 in 2022 to be able to meet his/her basic needs and to be economically self-sufficient. That was 67.9 percent above the minimum wage for Hawai'i and 168.0 percent above the federal poverty threshold for Hawai'i.
- A two-adult couple with no children needed a combined hourly wage of \$25.03 (or \$12.51 each on average) to be able to be economically self-sufficient. That was 5.9 percent above the minimum wage for Hawai'i and 151.0 percent above the federal poverty threshold for Hawai'i.
- A one-adult with one preschooler needed to earn an hourly wage of \$34.12 to be economically self-sufficient. That was 188.7 percent above the state minimum wage level and 242.1 percent above the federal poverty threshold for Hawai'i.
- A one-adult with one preschool and one school-age child needs to earn an hourly wage of \$43.59 to be economically self-sufficient. That was 268.8 percent above the state minimum wage level and 247.5 percent above the federal poverty threshold for Hawai'i.
- A two-adult family with one preschool and one school-age child needed to earn a combined hourly wage of \$46.59 (or \$23.30 each on average) to be economically self-sufficient. That was 208.3 percent above the federal poverty threshold for Hawai'i.
- Among all five family types, one adult with two children and one adult with one child had the largest gaps between required Self-Sufficiency Family income and the poverty threshold and federal minimum wage level. This was followed by two adults with two children, one-adult, and two-adult couples.

		Family Type					
Category	One Adult	Two Adult Family	One Adult + One Preschooler	One Adult + One Preschooler +	Two Adult + One Preschooler +		
				One School-age	One School-age		
Housing	\$1,705	\$1,705	\$2,240	\$2,240	\$2,240		
Childcare	\$0	\$0	\$926	\$1,468	\$1,468		
Food	\$436	\$873	\$702	\$1,147	\$1,606		
Transportation	\$182	\$293	\$182	\$197	\$303		
Health Care	\$144	\$367	\$376	\$520	\$545		
Miscellaneous	\$247	\$324	\$443	\$557	\$616		
Taxes	\$777	\$843	\$1,135	\$1,541	\$1,422		
Total	\$3,491	\$4,405	\$6,004	\$7,672	\$8,201		
Self-Sufficiency Income Re	quirement						
Hourly	\$19.84	\$12.51	\$34.12	\$43.59	\$23.30		
Monthly	\$3,491	\$4,405	\$6,004	\$7,672	\$8,201		
Annual	\$41,896	\$52,861	\$72,053	\$92,061	\$98,407		
Percent by Which Self-Suf							
Poverty Threshold	168.0%	151.0%	242.1%	247.5%	208.3%		
Minimum Wage	67.9%	5.9%	188.7%	268.8%	97.1%		

#### Table IV.B: Monthly Self-Sufficiency Family Budgets for Selected Family Types, Honolulu County, 2022

#### Figure IV.B: Monthly Self-Sufficiency Family Budgets for Honolulu County, 2022



### C. Hawai'i County

Hawai'i County had the lowest overall self-sufficiency income requirements among the counties across all family types in the study. Hawai'i County's self-sufficiency family budget levels were brought down by lower costs for housing, childcare, and food categories. Other notable observations regarding Hawai'i County's self-sufficiency levels were:

- A one-adult with no children needed to earn an hourly wage of \$16.56 to be able to meet basic needs and to be economically self-sufficient. That was 40.1 percent above state minimum wage level, and 123.7 percent above the federal poverty threshold for Hawai'i.
- A two-adult couple with no children needed combined hourly wages of \$22.23 (or \$11.12 each on average) to be economically self-sufficient. This was the only self-sufficiency budget that was 5.9 percent below the state minimum wage level.
- A one-adult with one preschooler needed to earn an hourly wage of \$28.18 to be economically self-sufficient. That budget was 138.5 percent above the state minimum wage level and 182.6 percent above the federal poverty threshold for Hawai'i.
- A one-adult with one preschool and one school age child needed to earn an hourly wage of \$35.41 to be economically self-sufficient. That was 199.6 percent above the state minimum wage level and 182.3 percent above the federal poverty threshold for Hawai'i.
- A two-adult couple with one preschool and one school age child needed to earn a combined hourly wage of \$40.30 (or \$20.15 each on average) to be economically self-sufficient. That was 70.5 percent above the state minimum wage level and 166.7 percent above the federal poverty threshold for Hawai'i.
- Among all five family types, one adult with two children and one adult with one child had the largest gaps between the required Self-Sufficiency family income and the poverty threshold and the federal minimum wage level. This was followed by two adults with two children, one-adult, and two-adult family types.

	Family Type					
	One Adult	Two Adult	One Adult + One	One Adult + One	Two Adult +	
Category		Family	Preschooler	Preschooler +	One	
				One School-age	Preschooler +	
					One School-age	
Housing	\$1,164	\$1,164	\$1,531	\$1,531	\$1,531	
Childcare	\$0	\$0	\$798	\$1,270	\$1,270	
Food	\$423	\$845	\$680	\$1,111	\$1,555	
Transportation	\$358	\$537	\$358	\$358	\$537	
Health Care	\$144	\$367	\$376	\$520	\$545	
Miscellaneous	\$209	\$291	\$374	\$479	\$544	
Taxes	\$617	\$708	\$843	\$963	\$1,111	
Total	\$2,914	\$3,913	\$4,960	\$6,233	\$7,093	
Self-Sufficiency Income Requi	irement					
Hourly	\$16.56	\$11.12	\$28.18	\$35.41	\$20.15	
Monthly	\$2,914	\$3,913	\$4,960	\$6,233	\$7,093	
Annual	\$34,970	\$46,954	\$59 <i>,</i> 518	\$74,791	\$85,116	
Percent by Which Self-Sufficie	Percent by Which Self-Sufficiency Budget is Above or Below (-) Selected Income Benchmarks					
Poverty Threshold	123.7%	123.0%	182.6%	182.3%	166.7%	
Minimum Wage	40.1%	-5.9%	138.5%	199.6%	70.5%	

#### Table IV.C: Monthly Self-Sufficiency Family Budgets for Selected Family Types, Hawai'i County, 2022

#### Figure IV.C: Monthly Self-Sufficiency Family Budgets for Hawai'i County, 2022



### D. Maui County

Maui County's self-sufficiency family budgets were impacted by relatively higher costs in food, housing, and childcare. Other notable observations regarding Maui County's self-sufficiency levels were:

- One-adult with no children needed to earn an hourly wage of \$20.57 to be able to meet its basic needs and to be economically self-sufficient. That was 74.1 percent above the state minimum wage level and 178.0 percent above the federal poverty threshold for Hawai'i.
- A two-adult couple with no children needed combined hourly wages of \$26.62 (or \$13.31 each on average) to be economically self-sufficient. That was 12.6 percent above the state minimum wage level and 166.9 percent above the federal poverty threshold for Hawai'i.
- One-adult with one preschooler needed to earn an hourly wage of \$32.85 to be economically self-sufficient. That was 178.0 percent above the state minimum wage level and 229.4 percent above the federal poverty threshold for Hawai'i.
- One-adult with one preschool and one school age child needed to earn an hourly wage of \$42.21 to be economically self-sufficient on Maui. That was 257.2 percent above the state minimum wage level and 236.5 percent above the federal poverty threshold for Hawai'i.
- A two-adult couple with one preschool and one school age child needed to earn a combined hourly wage of \$46.99 (or \$23.49 each on average) to be economically self-sufficient. That was 98.8 percent above the state minimum wage level and 210.9 percent above the federal poverty threshold for Hawai'i.
- Among all five family types, one adult with two children and one adult with one child had the largest gaps between the required Self-Sufficiency family income and the poverty threshold and the federal minimum wage level. This was followed by two adults with two children, one-adult, and two-adult couples.

	Family Type						
Category	One Adult	Two Adult Family	One Adult + One Preschooler	One Adult + One Preschooler + One School-age	Two Adult + One Preschooler + One School-age		
Housing	\$1,568	\$1,568	\$1,957	\$1,957	\$1,957		
Childcare	\$0	\$0	\$779	\$1,268	\$1,268		
Food	\$539	\$1,077	\$867	\$1,417	\$1,983		
Transportation	\$301	\$452	\$301	\$301	\$452		
Health Care	\$144	\$367	\$376	\$520	\$545		
Miscellaneous	\$255	\$346	\$428	\$546	\$620		
Taxes	\$814	\$874	\$1,073	\$1,419	\$1,445		
Total	\$3,621	\$4,685	\$5,781	\$7,429	\$8,270		
Self-Sufficiency Income Requ	irement						
Hourly	\$20.57	\$13.31	\$32.85	\$42.21	\$23.49		
Monthly	\$3,621	\$4,685	\$5,781	\$7,429	\$8,270		
Annual	\$43,450	\$56,217	\$69,378	\$89,147	\$99,241		
Percent by Which Self-Suffici	Percent by Which Self-Sufficiency Budget is Above or Below (-) Selected Income Benchmarks						
Poverty Threshold	178.0%	166.9%	229.4%	236.5%	210.9%		
Minimum Wage	74.1%	12.6%	178.0%	257.2%	98.8%		

#### Table IV.D: Monthly Self-Sufficiency Family Budgets for Selected Family Types, Maui County, 2022

#### Figure IV.D: Monthly Self-Sufficiency Family Budgets for Maui County, 2022



### E. Kaua'i County

Kaua'i County had the highest self-sufficiency income requirements among the counties for one-adult without children, two-adult couples without children, and for two-adult couples with two children family types. For one-adults with one child and one-adults with two children family types, Kaua'i had the second highest self-sufficiency income requirements. Kaua'i County's self-sufficiency family budgets were impacted by relatively high costs in transportation and food. Other notable observations regarding Kaua'i County's self-sufficiency levels were:

- One-adult with no children needed to earn an hourly wage of \$21.35 to be economically selfsufficient. That was 80.7 percent above the state minimum wage level and 188.5 percent above the federal poverty threshold for Hawai'i.
- A two-adult couple with no children needed a combined hourly wage of \$27.82 (or \$13.91 each on average) to be economically self-sufficient. That was 17.7 percent above the state minimum wage level and 179.0 percent above the federal poverty threshold for Hawai'i.
- One-adult with one preschooler needed an hourly wage of \$33.27 to be economically selfsufficient. That was 181.5 percent above the state minimum wage level and 233.7 percent above the federal poverty threshold for Hawai'i.
- One-adult with one preschool and one school age child needed to earn an hourly wage of \$42.45 to be economically self-sufficient. That was 259.2 percent above the state minimum wage level and 238.4 percent above the federal poverty threshold for Hawai'i.
- A two-adult couple with one preschool and one school age child needed to earn a combined hourly wage of \$47.50 (or \$23.75 each on average) to be able to be economically self-sufficient. That was 100.9 percent above the state minimum wage level and 214.3 percent above federal poverty threshold for Hawai'i.
- Among all five family types, one adult with two children and one adult with one child had the largest gaps between the required self-sufficiency family income and the poverty threshold or the federal minimum wage level. This was followed by two adults with two children, one-adult, and two-adult couples.

		Family Type					
	One Adult	Two Adult	One Adult + One	One Adult + One	Two Adult +		
Category		Family	Preschooler	Preschooler +	One		
				One School-age	Preschooler +		
					One School-age		
Housing	\$1,590	\$1,590	\$1,997	\$1,997	\$1,997		
Childcare	\$0	\$0	\$717	\$1,178	\$1,178		
Food	\$539	\$1,077	\$867	\$1,417	\$1,983		
Transportation	\$365	\$548	\$365	\$365	\$548		
Health Care	\$144	\$367	\$376	\$520	\$545		
Miscellaneous	\$264	\$358	\$432	\$548	\$625		
Taxes	\$856	\$956	\$1,101	\$1,446	\$1,484		
Total	\$3,758	\$4,896	\$5,856	\$7,471	\$8,359		
Self-Sufficiency Income Red	quirement						
Hourly	\$21.35	\$13.91	\$33.27	\$42.45	\$23.75		
Monthly	\$3,758	\$4,896	\$5,856	\$7,471	\$8,359		
Annual	\$45,092	\$58,756	\$70,272	\$89,648	\$100,312		
Percent by Which Self-Suff	Percent by Which Self-Sufficiency Budget is Above or Below (-) Selected Income Benchmarks						
Poverty Threshold	188.5%	179.0%	233.7%	238.4%	214.3%		
Minimum Wage	80.7%	17.7%	181.5%	259.2%	100.9%		

#### Table IV.E: Monthly Self-Sufficiency Family Budgets for Selected Family Types, Kaua'i County, 2022

#### Figure IV.E: Monthly Self-Sufficiency Family Budgets for Kaua'i County, 2022



# V. Conclusions

The basic findings of this study were as follows:

- Statewide, the self-sufficiency income standard for 2022 ranged from \$34,970 for one-adult family type in Hawai'i County to \$100,312 for a two-adult family with two children in Kaua'i. The second and third highest self-sufficiency income standards at the county level were for two-adult families with two children in Maui (\$99,241) and in Honolulu (\$98,407).
- The family type that had the most financial stability was the two adult families with no children; 80.8 percent of these families had incomes above the self-sufficiency income level. This group was followed by one-adult families with no children at 57.1 percent and two-adult families with two children at 55.0 percent that had incomes above the self-sufficiency level. The family types that were not able to meet the self-sufficiency budgets the most were 64.5 percent of one-adult with one child and 100.0 percent of one-adults with two children family types.
- Among all five family types, Hawai'i County had the lowest self-sufficiency income requirements among all counties. For the one-adult category, Kaua'i had the highest self-sufficiency income requirements, followed by Maui and Honolulu. For the two-adult couple category, Kaua'i had the highest self-sufficiency income requirements, followed by Maui and Honolulu. For the oneadult with one child and one-adult with two children categories, Honolulu had the highest selfsufficiency income requirements. Kaua'i had the highest self-sufficiency income requirements for two-adult couples with two children.
- Among all five family types, single parents were the most economically unstable. One adult with two children and one adult with one child had the largest gaps between the annual Self-Sufficiency Family Budgets and both the federal poverty threshold and Hawai'i's minimum wage level.
- Self-sufficiency budgets ranged from 150.2 percent to 236.5 percent above the federal poverty threshold in 2022.

# VI. Cautions and Recommendations for Future Work

In addressing the requirements of Hawai'i Revised Statutes 201-3(b), this study has utilized generally accepted methodology similar to that employed in previous Hawai'i-focused studies to estimate the most recent (2022) self-sufficiency budget standards for five prototype family structures and for all four counties.

It is recommended that future studies adhere to the FESS methodology and data sources established in this study, incorporating suggestions by reviewers and stakeholders as warranted and practical. This methodology can be implemented without the need for consultant services to conduct specialized surveys. No federal funds were available to the department to assist in this study.

# Appendix A: Data Sources

Data Type	AFSC Hawaiʻi 2000	Pearce, Brooks 2003	AUW/UH 2005	DBEDT 2022
Housing	U.S. Dept. of Housing and Urban Develop.: Fair Market Rents	U.S. Department of Housing and Urban Development: Fair Market Rents	Newspaper advertisement rates compiled by Hawai'i Information Service and Prudential Locations, LLC.	U.S. Department of Housing and Urban Development: Fair Market Rents
Food	USDA Low- Cost Food Plan	USDA Low-Cost Food Plan	USDA Low-Cost Food Plan	USDA Low-Cost Food Plan
Trans- portation	Private auto insurance agency quotes; \$100 per year for maintenance and repairs; no public transportation.	HI State Dept. of Consumer Affairs. Sample auto rates from Nov. 1, 2001. National HH Transportation Survey, 2001. Add-on Program for Honolulu and the neighboring islands. State Averages Expenditures; & Premiums for Personal Auto Insurance in 1998. National Assoc. of Insurance Commissioners. www.naic.org; O'ahu Transit Services, Inc. for bus pass price	American Automobile Association (AAA) for gas price; HI State Depart. of Commerce and Consumer Affairs for auto insurance rates; DBEDT State of HI Data Book for bus pass price, average miles, maintenance, and repair costs; U.S. Depart. of Transportation Highway Statistics for auto registration fees and taxes	DBEDT Monthly Energy Trend (MET) for gas price; HI State Department of Commerce and Consumer Affairs for auto insurance rates; DBEDT State of HI Data Book for bus pass price, average milage, maintenance and repair costs; U.S. Depart. of Transportation Highway Statistics for auto registration fees and taxes.
Childcare	Childcare Mkt Rate Study, conducted by Dept. of Human Services, State of HI & SMS, 2000.	Childcare Market Rate Study Survey, conducted by Department of Human Services, State of Hawai'i & SMS, 2000. It was updated to 2003 with the Consumer Price Index	Hawai'i State Department of Education for after- school A+; PATCH-Hawai'i Provider Statistics for private childcare costs	Hawai'i State Department of Education for after-school A+; PATCH-Hawai'i Provider Statistics for private childcare costs
Health Insurance	Assume \$28/month per person for health insurance premiums, and \$50/year per person for out- of-pocket medical expenses.	Kaiser Foundation, State Health Facts Online, Hawai'i: Employment-Based Premiums 2000 for health insurance premiums; Medical Expenditure Panel Survey for out-of-pocket expenses.	U.S. Medical Expenditure Panel Survey (MEPS) for out-of -pocket expenses and ave. private sector rates; U.S. Office of Personnel Management for fed. employee rates; HI State Employer-Union Health Benefits Trust Fund (EUTF) for local govt. employee rates	National Medical Expenditure Panel Survey (MEPS) for out-of-pocket expenses and average private sector rates; U.S. Office of Personnel Management for federal employee rates; Hawai'i State EUTF for state and local government employee rates
Misc.	10 percent of all other costs.	10 percent of all other costs.	10 percent of all other costs.	10 percent of all other costs.
Taxes	38 percent of all other costs.	U.S. Department of Treasury - IRS 1040 Form and Instructions; Hawai'i State Department of Taxation - State Income Tax Form and Instructions; other items include Social Security tax, Medicare tax, State Excise tax.	U.S. Department of Treasury - IRS 1040 Form and Instructions for federal tax, childcare tax, child tax; Hawai'i State Department of Taxation - State Income Tax Form and Instructions for state tax and state child tax; other items include Social Security tax, Medicare tax, State Excise tax.	U.S. Department of Treasury - IRS 1040 Form and Instructions for federal tax, childcare tax, child tax; Hawai'i State Department of Taxation - State Income Tax Form and Instructions for state tax and state child tax; other items include Social Security tax, Medicare tax, State Excise tax.

# Appendix B: County Estimate of Different Studies

Study	One Adult	Married Couple	One Adult + One Preschooler	One Adult + One Preschooler + One School-age	Two Adult + One Preschooler + One School-age
Honolulu					
DBEDT 2022	\$41,896	\$52,861	\$72,053	\$92,061	\$98,407
DBEDT 2020	\$38,762	\$49,348	\$67,646	\$82,526	\$87,731
DBEDT 2007	\$25,605	\$33,906	\$42,189	\$50,731	\$55,688
AUW/UH 2005	NA	NA	NA	\$54,161	\$57,893
Pearce 2003	\$22,615	\$27,821	\$35,930	\$41,978	\$45,977
AFSC Hawai'i 2000	\$19,369	\$24,041	\$31,780	\$37,010	\$41,683
Hawai'i County					
DBEDT 2022	\$34,970	\$46,954	\$59,518	\$74,791	\$85,116
DBEDT 2020	\$31,206	\$42,724	\$54,483	\$66,502	\$74,030
DBEDT 2007	\$23,885	\$33,498	\$36,355	\$43,314	\$49,667
AUW/UH 2005	NA	NA	NA	\$46,658	\$53,909
Pearce 2003	\$21,619	\$31,460	\$32,576	\$37,961	\$46,898
AFSC Hawai'i 2000	\$16,672	\$20,430	\$27,968	\$32,534	\$36,292
Maui County					
DBEDT 2022	\$43,450	\$56,217	\$69,378	\$89,147	\$99,241
DBEDT 2020	\$37,676	\$50,467	\$62,124	\$76,760	\$84,794
DBEDT 2007	\$31,457	\$42,619	\$45,195	\$51,429	\$60,527
AUW/UH 2005	NA	NA	NA	\$54,644	\$63,257
Pearce 2003	\$28,873	\$39,265	\$42,217	\$48,937	\$58,112
AFSC Hawai'i 2000	\$24,181	\$29,446	\$38,259	\$43,897	\$49,162
Kaua'i County					
DBEDT 2022	\$45,092	\$58,756	\$70,272	\$89,648	\$100,312
DBEDT 2020	\$40,830	\$54,031	\$64,535	\$79,012	\$87,171
DBEDT 2007	\$28,278	\$39,586	\$42,750	\$51,634	\$59,159
AUW/UH 2005	NA	NA	NA	\$50,920	\$58,635
Pearce 2003	\$27,726	\$37,805	\$40,274	\$47,478	\$56,304
AFSC Hawai'i 2000	\$23,141	\$28,315	\$37,129	\$42,887	\$48,062

Note: due to differences in data sources and assumptions, only the two DBEDT studies are directly comparable.

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