ADAPT 10/1/2023

## RESIDENTIAL WAGE AND BENEFIT SCHEDULE

**WAGES**

RESIDENTIAL AIDES/SUBS $16.85

RESIDENTIAL AIDES/SUBS (after 6 months) $17.10

SHIFT LEADERS (if less than 2 yrs exp) $17.45

RESIDENTIAL AIDES (after 2 years) $17.60

SHIFT LEADERS (if have 2 yrs exp) $18.10

# INSURANCE

Health Insurance - Blue Cross and Blue Shield

Dental Insurance - Blue Cross and Blue Shield

Vision Insurance - Blue Cross and Blue Shield

Prescription Coverage – Magellan Rx

Life Insurance - $10,000 policy

For employees in regular positions, ADAPT will pay approximately 80% of the premium cost for Single Coverage. **Your cost** will be approximately $65 per paycheck for single coverage. Family and Couple Coverage is available with your cost dependent upon your position. Employees in part-time positions (60-69 hours per pay period) are also eligible for coverage at a cost of approximately $115-$120 per paycheck for Single Coverage.

**PERSONAL TIME**

(paid time off for vacation and sick time)

 Years of Employ. Hours Pay Period Hours on Anniv. Total Hours Annually

|  |  |  |  |
| --- | --- | --- | --- |
| 0 to 1  | 3 | 50 | 128 |
| 2 to 4  | 2.75 | 72 | 143.5 |
| 5 to 9  | 2.75 | 104 | 175.5 |
| 10 to 29  | 2.75 | 124 | 195.5 |
| 30+  | 2.75 | 163 | 234.5 |

A pro-ration of the above schedule is used for employees who work less than full-time hours. No more than 200 hours of personal time can be accumulated.

**HOLIDAYS**

Double time will be paid to any residential employee who works on the following holidays: New Years Day, Easter, Memorial Day, 4th of July, Labor Day, Thanksgiving, 1/2 day Christmas Eve, Christmas, and 1/2 day New Years Eve.

 **OTHER BENEFITS**

1. Cafeteria Plan
2. Paid Training and Orientation
3. Periodic Bonuses
4. Agency Sponsored Hep B Vaccination
5. Direct Deposit of Payroll or Paycheck Card