

RESIDENTIAL WAGE AND BENEFIT SCHEDULE

WAGES

RESIDENTIAL AIDES	\$11.75
RESIDENTIAL AIDES/SUBS (after 90 days)	\$12.00
RESIDENTIAL AIDES (after 2 years)	\$12.50
SHIFT LEADERS (if have 2 yrs exp)	\$12.85

INSURANCE

Health Insurance - Blue Cross and Blue Shield
 Dental Insurance - Blue Cross and Blue Shield
 Vision Insurance - Blue Cross and Blue Shield
 Prescription Coverage - EHIM
 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 \$50-\$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 \$85-\$95 per paycheck for Single Coverage.

PERSONAL TIME – FULL TIME EMPLOYEES

(paid time off for vacation and sick time)

	hrs per check	hrs. on anniv.	total yearly hrs.	ttl 8 hr days
0 to 1 years	3	40	118	14.75
2 to 4 years	2.75	72	143.5	17.9
5 to 9 years	2.75	104	175.5	21.9
over 10 years	2.75	123.7	195.2	24.4

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 work one of 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

- Cafeteria Plan
- Paid Training and Orientation
 - Periodic Bonuses
- Agency Sponsored Hep B Vaccination
 - Direct Deposit of Payroll or Paycheck Card