RESIDENTIAL WAGE AND BENEFIT SCHEDULE

HOURLY WAGES

NEW HIRE TRAINING RATE	$15.00*
RESIDENTIAL AIDES/SUBS	$17.13
RESIDENTIAL AIDES/SUBS (after 6 months)	$17.28
SHIFT LEADERS (if less than 2 yrs exp)	$17.73
RESIDENTIAL AIDES (after 2 years)	$17.88
SHIFT LEADERS (if have 2 yrs exp)	$18.38

*Employees going through Adapt's initial training (new hire) will be paid $15.00/hour while in training. If an employee picks up shifts in an appropriate setting prior to completing training, the pay rate for working Direct Care will be $17.13/hour and the hours for training will be $15.00/hour until training is completed. An employee who does this will see two different pay rates on his/her pay stub.

INSURANCE

Health Insurance - Blue Cross and Blue Shield
Dental Insurance - Blue Cross and Blue Shield
Vision Insurance - Blue Cross and Blue Shield
Prescription Coverage – Blue Cross and Blue Shield
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 $84 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 $120-$130 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 220 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

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