

Performance Evaluation Increase Scale
(Direct Care/Hourly Employees)

90 Day

No wage increase

6 month

236-295	.25
201-235	.20
177-200	.15
159-199	.10
119-158	.05
0 - 118	.00

1st Annual

236-295	.25
201-235	.20
177-200	.15
159-199	.10
119-158	.05
0 - 118	.00

2nd Annual – and following

275-295	.50
260-274	.45
244-259	.40
232-243	.35
211-231	.30
190-210	.25
169-189	.20
148-168	.15
127-147	.10
0 - 126	.00

Top Out Compensation

Employees who have reached the top of the wage scale for the position they hold, will be eligible for a quarterly top out pay. To receive the top out compensation, an employee must be active at the time of each quarterly payment.

Hourly employee's top out pay will be calculated utilizing their evaluation score and the actual hours worked in the previous year. (The 12 months immediately preceding the evaluation date). The Manager will multiply the wage increase by the total number of hours worked in the previous year, then divide the amount into four payments. Process four payroll change notices (dated for the first day of each quarter) and submit to Safeguard Accounting Solutions.