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| Position | Shift | Pay rate per hour |
| Part-Time DCP(ACR) | Weekday & Weeknight Shifts | $13.00 |
| Weekday Awake Night Shifts\* (Sunday-Thursday) | $15.00 |
| Weekend Shifts (2p Friday-10pm Sunday) | $15.00 |
| Weekend Awake Night Shifts\*(Friday & Saturday) | $17.00 |
| Part-Time DCP(Arthur’s) | Weekday & Weeknight Shifts | $14.00 |
| Weekday Awake Night Shifts\*(Sunday-Thursday) | $16.00 |
| Weekend Shifts (2pm Friday-10pm Sunday) | $16.00 |
| Weekend Awake Night Shifts\*(Friday & Saturday) | $18.00 |
| Full-time DCP(ACR) | Weekday & Weeknight Shifts | $15.00 |
| Weekday Awake Night Shifts\*(Sunday-Thursday) | $17.00 |
| Weekend Shifts (2pm Friday-10pm Sunday) | $17.00 |
| Weekend Awake Night Shifts\*(Friday & Saturday) | $19.00 |
| Full-time DCP(Arthur’s) | Weekday & Weeknight Shifts | $16.00 |
| Weekday Awake Night Shifts\*(Sunday-Thurs) | $18.00 |
| Weekend Shifts (2pm Friday-10pm Sunday) | $18.00 |
| Weekend Awake Night Shifts\*(Friday & Saturday)  | $20.00 |

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| Position | Shift | Pay rate per hour |
| Float | Weekday & Weeknight Shifts | $15.50 |
| Weekday Awake Night Shifts\*(Sunday-Thursday)  | $17.50 |
| Weekend Shifts (2pm Friday-10pm Sunday) | $17.50 |
| Weekend Awake Night Shifts\* (Friday & Saturday) | $19.50 |

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| Position | Shift | Pay rate per hour |
| Direct Care Assistant (DCA)employees 16-17 years old | Daytime and Evening Shifts / Med Passer  | $12.00 |
| Daytime and Evening Shifts / Non-Med Passer  | $11.50 |
| Weekend Shifts / Med Passer  (2p Friday-10pm Sunday)  | $14.00 |
| Weekend Shifts / Non- Med Passer  (2p Friday-10pm Sunday) | $13.50 |

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| Shift Supervisor | DCP Rate +$0.50 |
| Residential Supervisor Assistant (RSA) | DCP Rate +$1.00 |

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| Advancement Opportunity | Pay Rate |
| E-Float (Full-time)  | \*\*up to $10,000 in annual bonuses with some OT\*\*Weekday & Weeknight Shifts $20.00Weekday Awake Night Shifts\*  (Sunday-Thursday) $22.00Weekend Shifts  (2pm Friday-10pm Sunday) $22.00Weekend Awake Night Shifts\* (Friday & Saturday) $24.00 |
| Residential Coordinator (RC) 1 home (Part-time / Full-time)  | Weekday & Weeknight Shifts $14.00 / $16.00Weekday Awakes\* (Sunday-Thursday) $16.00 / $18.00 Weekend Shifts  (2pm Friday-10pm Sunday) $16.00 / $18.00 Weekend Awake Night Shifts\*  (Friday & Saturday) $18.00 / $20.00Admin Rate $14.00 / $16.00 |
| Residential Coordinator (RC) 2 homes | Weekday & Weeknight Shifts $16.50Weekday Awakes\*(Sunday-Thursday) $18.50Weekend Shifts(2pm Friday-10pm Sunday) $18.50Weekend Awake Night Shifts\*(2pm Friday- 10pm Sunday) $20.50Admin Rate $16.50 |
| Residential Supervisor (RS) | $40,000/year for years 1-2$42,000 for year three and beyond$20/hour for direct care beyond requirement |
| Co-Residential Supervisor (Co-RS)  | $38,000/year for years 1-2$39,000/year for year three and beyond$20/hour for direct care beyond requirement  |
| Interim Residential Supervisor (IRS) | $48,000 per year$20/hour for direct care beyond requirement  |
| Senior Residential Supervisor (SRS) | $53,000 for the first two years$55,000 for year three and beyond$20/hour for direct care beyond requirement |

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| Placement Bonuses |
| FT Awake night = $1,250 |
| PT Awake Night = $500 |
| Referral = $500 |

**Longevity Raises**

After 1 year: $0.25

After 2 years: $0.50

After 3 years: $0.25