

DSP Rate Setting Tool

Name _____ Date: _____

- _____ Base Start rate: (DSP) \$10.00
- _____ Base Start rate: (DSP, SHF & Westbrook) \$11.00
- _____ Base Start rate: (Floater) \$12.00

Check category of new hire position.

HPC: _____

ADS/DH: _____

Both: _____

Sign-on Bonus:

Required Certifications and/or Training:

(Paid after 6 months of employment. Not eligible if a CICL rehire and training was previously provided by CICL)

- _____ CPR, 1st Aid: (\$50.00 each for a maximum of \$100.00) \$ _____
- _____ Delegated Nursing / Medication Administration: \$200.00
- _____ STNA / CNA: \$100.00
- _____ PATHS Certification _____ CIP \$250.00
- _____ _____ CAP \$500.00
- _____ Post High School degrees and/or advanced certifications \$250.00

Starting Rate Adjustments: Experience in Field

(Related experience in Elder Care, DD, Nursing Home, Assisted Living, HHA)

- _____ 6 months – 1 year: .25/hour
- _____ 1 year – 3 years: .50/hour
- _____ 3+ years: .75/hour
- _____ 10 years or more experience 1.00/hour

Non-Driving DSP's starting rate is reduced by .50/hour

Starting Rate will be: _____ Date _____

NOTES:

Human Resources approved: _____ Date: _____

PROGRAM ADMINISTRATOR/MANAGER SALARY SETTING TOOL

NAME _____ Date _____

BASE RATE

_____ One home- Base Start Rate \$ 13.00

_____ Two homes – Base Start Rate \$ 14.00

STARTING BONUS

(Paid after 6 months of employment. Not eligible if a CICL rehire and training was previously provided by CICL)

_____ CPR, 1st Aid, (\$50.00 each for a maximum of \$100) \$ _____

_____ Delegated Nursing \$ 200

Choose one of the following

_____ STNA/CNA \$ 100.00

_____ PATHS Certification _____ CIP \$ 250.00

_____ CAP \$ 500.00

_____ Post High school degrees and/or advanced certifications \$250

STARTING RATE ADJUSTMENT FOR SUPERVISORY EXPERIENCE IN THE FIELD as PA

_____ 6 months – 1 year \$.50/hr.

_____ 1 year – 3 years \$ 1.00/hr.

_____ 3 years – 10 years \$ 2.50/hr.

_____ 10 years or more \$ 3.00/hr.

Starting rate will be _____ Date _____

NOTES:

Human Resources approved: _____ Date _____

Program Coordinator Rate Setting Tool

Name: _____

Date: _____

_____ **Base Start rate:** **\$11.50**

_____ **Base Start rate: (DSP, SHF & Westbrook)** **\$12.50**

Sign-on Bonus:

Required Certifications and/or Training:

(Paid after 6 months of employment. Not eligible if a CICL rehire and training was previously provided by CICL)

_____ CPR, 1st Aid: (\$50.00 each for a maximum of \$100.00) \$_____

_____ Delegated Nursing / Medication Administration: \$200.00

_____ STNA / CNA: \$100.00

_____ PATHS Certification _____ CIP \$250.00

_____ CAP \$500.00

_____ Post High School degrees and/or advanced certifications \$250.00

**Check category
of new hire
position.**

HPC: _____

ADS/DH: _____

Both: _____

Starting Rate Adjustments: Experience in Field

(Related experience in Elder Care, DD, Nursing Home, Assisted Living, HHA)

_____ 6 months – 1 year: .50/hour

_____ 1 year – 3 years: .75/hour

_____ 3+ years: 1.00/hour

_____ 10 years or more experience 1.50/hour

Starting rate will be ; _____ Date _____

Notes:

Human Resources approved: _____ Date: _____