



from the desk of  
Mark A Jacoby, President/CEO

TO: Gompers Board of Directors RE: Wage Range Overview

DATE: September 27, 2018 COPY:

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Historically Gompers has had wage ranges for many of its position but has rarely stuck to them, and often any increases in the floor or ceiling of these ranges has been arbitrary. Through a series of meetings, Gompers Leadership team is implementing the following ranges regarding staff wages for most positions.

Effective Date: January 1, 2019

#### Introductory Pay for New Hourly Employees

Effective January 1, 2019 Direct Care Workers (DCW) will be hired at minimum wage. With good performance (criteria to be developed) staff can expect to see a 50 cent raise at the time of their 6-month review. Any new hires into an hourly position will be hired at the introductory rate (50 cents below base pay for position), with the possibility of getting the 50 cent raise based on performance

#### Plan for Base pay:

1. DCW	\$0.50 cents above minimum wage
2. Special Olympics/DCW	\$1.00 above DCW base pay
3. Habilitation Hourly Employees	\$1.50 above DCW base pay
4. Lead Staff	\$1.50 above DCW base pay
5. Drivers	\$2.00 above DCW base pay
6. DTA and Employment Services Supervisor	25% above Lead starting pay
7. Teachers	Determined by Director of Education and HR

#### Plan for Ceiling for each position:

1. Ceiling will be 25% above starting pay
2. Staff over the ceiling on January 1, 2019 will have their rate 'grandfathered' in, but they will not get raises. When raises are given, they will receive a bonus check in lieu of a raise.
3. Any staff that reaches the ceiling for their job classification will stay at that amount and get a bonus in lieu of raise when applicable.