

**CCW Salary
2009**

Annual Salary

CCW I	CCW II	CCW III	CCW IV	CCW V	Master CCW
No Experience*	1 Year +	2 years +	3 Years +	5 Years +	10 Years +
\$20,900	\$21,400	\$22,450	\$23,575	\$25,625	\$28,700

* Experience in this case is for experience in residential child care as a Child Care Worker only. Such experience as Day Care Worker, School Teacher, foster parent, etc. does not qualify as experience as a Residential Child Care Worker. The annual salary will be based on the CCW experience as of the time of employment and January 1 of each year thereafter. It is the responsibility of the CCW to notify payroll of changes in level of experience as there is no accommodation for retroactive payments.

Education Supplements*

AA in Liberal Arts	BS in Human Services	MS In Human Services	Certification Bonus
\$125.00/month	\$200.00/month	\$300.00/month	\$125.00/month

Individuals who have completed a formal college education program for which a degree was awarded in Human Services, or a field related to child care, from an accredited college or university may be entitled to an educational salary supplement upon presentation of a copy of their degree and a copy of their sealed college transcripts, at the discretion of the Administrator. CCWs who have passed the prescribed certification test are eligible to receive the certification bonus. New employees who are not certified at the time of hire must be employed with the Home for at least six months and complete all probations before becoming eligible for this bonus.

Merit Bonuses*

Merit bonuses may be awarded annually on a one-time basis. To be eligible an employee must be employed for one year, be off any and all probation, and receive a qualifying score on his or her performance evaluation. The level of bonus is dependent upon the performance evaluation and recommendation of your supervisor and approval of the Administrator. The Administrator may also award a bonus to CCWs who meet these standards and have been employed with MHCO at least three consecutive years.

Alternate CCW Bonus*

Full-time employees who are assigned as Alternate Child Care Workers for two homes and work in relief of the Primary Child Care Workers for two 10-day periods during the month will receive a supplement of \$125/month, after successful completion of the probation period..

Extended Duty for CCWs

Child Care staff may be asked to work in the home extra days in addition to regularly scheduled time on duty. On those occasions when CCWs have to work over their scheduled time they will be paid their daily rate in addition to their salary. Daily rate is determined by annual base salary divided by 247, the annual on-duty days.

Part-Time Payments

Part-time CCWs may be contracted to provide emergency coverage. Standard pay rates have been set for different coverage periods based on the length of coverage and employment status of the individuals providing emergency coverage. Part-time coverage and pay must be approved by the Program Director.

Recruitment Bonus*

A recruitment bonus is awarded to CCWs who recruit other CCWs to fill full-time CCW vacancies. The bonus is awarded after the "new" set has completed one year in our employ and is completely off any probationary status. Amount of the bonus to be established at time of recruitment.

*Bonuses are subject to the annual approval of the Board of Directors and are not pay entitlements. Bonus pay will not be pro-rated. CCWs eligible for bonuses must work at least ¾ of the pay period to qualify for payment of the appropriate bonus(es) in that pay period.