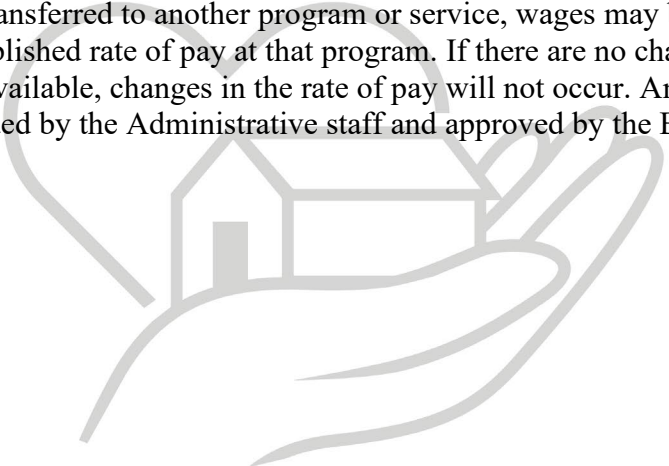




6.6 WAGES

A wage increase may be given based on years of service, budgetary considerations and/or performance evaluations. Increases may be considered at the end of the first 90 consecutive days of employment and annually thereafter. Any changes in rate of pay for salaried employees will become effective on the Monday of the first pay period following a change in position or other action that results in a change to the rate of pay. Changes to hourly employees take place on the date of hire annually, which could result in the change taking place in the middle of a pay period.

Changes in rate of pay may occur as the result of a change in funding or at the discretion of the Board of Directors. Due to differences in funding sources, rates of pay may vary for different locations. If an employee is relocated or transferred to another program or service, wages may be subject to increase or decrease based on the established rate of pay at that program. If there are no changes in funding from year to year and funds are not available, changes in the rate of pay will not occur. Any deviation from this policy must be recommended by the Administrative staff and approved by the Board of Directors.



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