

Wernle Youth and Family Treatment Center

Residential Pay Scale Examples

Licensed Social Worker

Productivity Biweekly		Rate per Hour	Biweekly Pay		Annual Compensation	
24.5	Hours	\$37.20	\$911.40	(\$455 per week)	\$23,696.40	("guaranteed minimum")
25	Hours	\$37.20	\$930.00		\$24,180.00	
30	Hours	\$37.20	\$1,116.00		\$29,016.00	
44	Hours	\$37.20	\$1,636.58		\$42,551.00	(expectation rate)*
50	Hours	\$41.54	\$2,077.00		\$54,002.00	
51	Hours	\$41.54	\$2,118.54		\$55,082.04	
52	Hours	\$41.54	\$2,160.08		\$56,162.08	
53	Hours	\$41.54	\$2,201.62		\$57,242.12	
54	Hours	\$41.54	\$2,243.16		\$58,322.16	
55	Hours	\$41.54	\$2,284.70		\$59,402.20	
56	Hours	\$41.54	\$2,326.24		\$60,482.24	
57	Hours	\$41.54	\$2,367.78		\$61,562.28	
58	Hours	\$41.54	\$2,409.32		\$62,642.32	
59	Hours	\$41.54	\$2,450.86		\$63,722.36	
60	Hours	\$41.54	\$2,492.40		\$64,802.40	

Residential Pay Scale Examples

Licensed Marriage and Family Therapists (LMFT)

Licensed Clinical Social Worker (LCSW)

Licensed Mental Health Counselor (LMHC)

Productivity Biweekly		Rate per Hour	Biweekly Pay		Annual Compensation	
24.5	Hours	\$38.90	\$952.80	(\$455 per week)	\$24,772.93	("guaranteed minimum")
25	Hours	\$38.90	\$972.25		\$25,278.50	
30	Hours	\$38.90	\$1,166.70		\$30,334.20	
44	Hours	\$38.90	\$1,711.53		\$44,500.00	(expectation rate)*
50	Hours	\$41.54	\$2,077.00		\$54,002.00	
51	Hours	\$41.54	\$2,118.54		\$55,082.04	
52	Hours	\$41.54	\$2,160.08		\$56,162.08	
53	Hours	\$41.54	\$2,201.62		\$57,242.12	
54	Hours	\$41.54	\$2,243.16		\$58,322.16	
55	Hours	\$41.54	\$2,284.70		\$59,402.20	
56	Hours	\$41.54	\$2,326.24		\$60,482.24	
57	Hours	\$41.54	\$2,367.78		\$61,562.28	
58	Hours	\$41.54	\$2,409.32		\$62,642.32	
59	Hours	\$41.54	\$2,450.86		\$63,722.36	
60	Hours	\$41.54	\$2,492.40		\$64,802.40	

* Residential Therapist Billable service hours expectation is 22 hours a week (44 hours bi-weekly)

Home Based / Outpatient Pay Scale					
Licensed Social Worker					
Productivity		Rate per Hour	Biweekly Pay		Annual Compensation
21	Hours	\$43.07	908.78		\$23,628.20 ("guaranteed minimum")
22	Hours	\$43.07	\$926.01		\$24,076.13
26	Hours	\$43.07	\$1,115.51		\$29,003.34
38	Hours	\$43.07	\$1,636.58		\$42,551.00 (expectation rate)*
44	Hours	\$47.41	\$2,076.56		\$53,990.51
45	Hours	\$47.41	\$2,114.49		\$54,976.64
46	Hours	\$47.41	\$2,157.16		\$56,086.03
46	Hours	\$47.41	\$2,199.82		\$57,195.42
47	Hours	\$47.41	\$2,242.49		\$58,304.81
48	Hours	\$47.41	\$2,280.42		\$52,290.95
49	Hours	\$47.41	\$2,323.09		\$60,400.34
50	Hours	\$47.41	\$2,365.76		\$61,509.73
51	Hours	\$47.41	\$2,408.43		\$62,619.13
52	Hours	\$47.41	\$2,446.36		\$63,605.26
53	Hours	\$47.41	\$2,489.03		\$64,714.65

Home Based / Outpatient Pay Scale					
Licensed Marriage and Family Therapists (LMFT)					
Licensed Clinical Social Worker (LCSW)					
Licensed Mental Health Counselor (LMHC)					
Productivity		Rate per Hour	Biweekly Pay		Annual Compensation
21.1	Hours	\$45.04	\$950.34	(\$455 per week)	\$24,708.94 ("guaranteed minimum")
22	Hours	\$45.04	\$968.36		\$25,177.36
26	Hours	\$45.04	\$1,166.54		\$30,329.94
38	Hours	\$45.04	\$1,711.52		\$44,500.00 (expectation rate)*
44	Hours	\$47.41	\$2,076.56		\$53,990.51
45	Hours	\$47.41	\$2,114.49		\$54,976.64
46	Hours	\$47.41	\$2,157.16		\$56,086.03
46	Hours	\$47.41	\$2,199.82		\$57,195.42
47	Hours	\$47.41	\$2,242.49		\$58,304.82
48	Hours	\$47.41	\$2,280.42		\$59,260.95
49	Hours	\$47.41	\$2,323.09		\$60,400.34
50	Hours	\$47.41	\$2,365.76		\$61,509.73
51	Hours	\$47.41	\$2,408.43		\$62,619.13
52	Hours	\$47.41	\$2,446.36		\$63,605.26
53	Hours	\$47.41	\$2,489.03		\$64,714.65

* Home Based / Outpatient Therapist Billable hours expectation is 19 hours a week (38 hours bi-weekly)

Wernle Youth and Family Treatment Center

- **Exempt Status** - exempt an employee must (a) be paid at least \$23,600 per year (\$455 per week), and (b) be paid on a salary basis, and also (c) perform exempt job duties.
- **Salary basis** - an employee is paid on a salary basis if s/he has a "guaranteed minimum" amount of money s/he can count on receiving for any work week in which s/he performs "any" work. This amount need not be the entire compensation received, but there must be some amount of pay the employee can count on receiving in any work week in which s/he performs any work.
- **Exempt professional job duties** - The job duties of the traditional "learned professions" are exempt. These employees who perform work requiring "advanced knowledge" similar to that historically associated with the traditional learned professions.
- Professionally exempt work means work which is predominantly intellectual, requires specialized education, and involves the exercise of discretion and judgment. Professionally exempt workers must have education beyond high school, and usually beyond college, in fields that are distinguished from (more "academic" than) the mechanical arts or skilled trades.
- Therapist are Wernle employees and shall follow Wernle policy and procedures.
- Therapist will be paid every two weeks based on billable service hours provided and submitted for the previous pay period (see Therapist Incentive Bi-Weekly Pay Schedule).
- All Billable services provided will be based on productivity report from evolve.
- Pay periods will coincide with current pay period (Sunday to Saturday).
- Therapist will work 40 hours a week / 80 hours per pay period.
- Therapist who use a PDO will receive 5 hours of productivity credit at the "expectation rate" for that pay period.
- Therapist who attend professional training will receive 5 hours of productivity credit at the "expectation rate" for that pay period. All professional training must be approved by their supervisor in order to receive productivity credit.
- Each Group session (7 participants and above) shall count as 1 1/2 hours of productivity.
- Finance department will monitor and approve ALL therapist productivity by Monday at 12:00 (noon) on the week of pay.
- All newly hired Therapists will receive their pay based on the productivity "expectation rate" during the initial 60 days of employment.
- All newly hired Therapists will receive productivity pay If billable services provided (productivity) is higher than the "expectation" during the first 60 days.
- All newly hired Therapist pay will be based on productivity pay scale after 60 days.

Wernle Performance management procedures shall apply in regards to the following:

- Residential billable services are below 12 hours a week (24 hours a pay cycle).
- Home Based / Outpatient billable services are below 10 hours a week (20 hours a pay cycle).
- Fulfillment of DCS contractual obligations regarding meeting with residential case loads
 - ✓ 1 Session per week per resident on case load (3-5 per week for GRIT)
 - ✓ 2 family session per month (4 a month for GRIT)
- Paperwork compliance- A client's paperwork (BPS, MSE, OTP) shall not appear on the past due list for 2 consecutive weeks.

Wernle Performance management procedures consist of:

- Weekly documented supervisions
- Corrective action
- Performance Plan
- Corrective Actions
 - Verbal warning
 - 1st Written warning
 - 2nd Written warning
 - Suspension
 - Termination

Wernle Therapist Incentive Bi-Weekly Pay Schedule

PAY #	From	To	Check Date
9	4/16/2017 (Begin Incentive Program)	4/29/2017	5/5/2017 (Receive "expectation rate" bi-weekly Pay Amount)
10	4/30/2017	5/13/2017	5/19/2017 (Based on billable services for Pay Period # 9)
11	5/14/2017	5/27/2017	6/2/2017 (Based on billable services for Pay Period # 10)
12	5/28/2017	6/10/2017	6/16/2017 (Based on billable services for Pay Period # 11)
13	6/11/2017	6/24/2017	6/30/2017 (Based on billable services for Pay Period # 12)
14	6/25/2017	7/8/2017	7/14/2017 (Based on billable services for Pay Period # 13)
15	7/9/2017	7/22/2017	7/28/2017 (Based on billable services for Pay Period # 14)
16	7/23/2017	8/5/2017	8/11/2017 (Based on billable services for Pay Period # 15)
17	8/6/2017	8/19/2017	8/25/2017 (Based on billable services for Pay Period # 16)
18	8/20/2017	9/2/2017	9/8/2017 (Based on billable services for Pay Period # 17)
19	9/3/2017	9/16/2017	9/22/2017 (Based on billable services for Pay Period # 18)
20	9/17/2017	9/30/2017	10/6/2017 (Based on billable services for Pay Period # 19)
21	10/1/2017	10/14/2017	10/20/2017 (Based on billable services for Pay Period # 20)
22	10/15/2017	10/28/2017	11/3/2017 (Based on billable services for Pay Period # 21)
23	10/29/2017	11/11/2017	11/17/2017 (Based on billable services for Pay Period # 22)
24	11/12/2017	11/25/2017	12/1/2017 (Based on billable services for Pay Period # 23)
25	11/26/2017	12/9/2017	12/15/2017 (Based on billable services Pay Period # 24)
26	12/10/2017	12/23/2017	12/29/2017 (Based on billable services for Pay Period # 25)

Coverage under the FLSA

Most jobs are governed by the FLSA. Some are not. Some jobs are excluded from FLSA coverage by statute. Other jobs, while governed by the FLSA, are considered "exempt" from the FLSA overtime rules.

<http://www.flssa.com/coverage>

Exempt Status

With few exceptions, to be exempt an employee must (a) be paid at least \$23,600 per year (\$455 per week), and (b) be paid on a salary basis, and also (c) perform exempt job duties.

Salary basis test.

Generally, an employee is paid on a salary basis if s/he has a "guaranteed minimum" amount of money s/he can count on receiving for any work week in which s/he performs "any" work. This amount need not be the entire compensation received, but there must be some amount of pay the employee can count on receiving in any work week in which s/he performs any work.

Exempt professional job duties.

The job duties of the traditional "learned professions" are exempt. These include lawyers, doctors, dentists, teachers, architects, clergy. Also included are registered nurses (but not LPNs), accountants (but not bookkeepers), engineers (who have engineering degrees or the equivalent and perform work of the sort usually performed by licensed professional engineers), actuaries, scientists (but not technicians), pharmacists, and other employees who perform work requiring "advanced knowledge" similar to that historically associated with the traditional learned professions.

Professionally exempt work means work which is predominantly intellectual, requires specialized education, and involves the exercise of discretion and judgment. Professionally exempt workers must have education beyond high school, and usually beyond college, in fields that are distinguished from (more "academic" than) the mechanical arts or skilled trades. Advanced degrees are the most common measure of this means (and perform essentially the same kind of work as similar employees who do have advanced degrees).