

Northborough Care Pro Wages

Effective January 8, 2024



Regular Hourly Rates

| | Rates |
|---|--------------|
| Companionship and Homemaker Services — Meals - Light Housekeeping - Transportation - Medication Reminders - Respite - Laundry - Errands | \$17.00/hour |
| Personal Care Services — Bathing - Dressing - Grooming - Mobility Assistance - Incontinence Care - Transfers *Includes Companionship and Homemaking Services | \$18.25/hour |
| Cancelled Shift | \$45.00 |
| Training Rate and Travel Time | \$15.00/hour |

Overnights Shift Rates (8 Hour Block of Time)

| | Rates |
|---|------------------------|
| Companionship Overnight — Up less than 4 times throughout the night. <i>If CP is up 4 or more times, or is up for an extended period of time of an hour or more, hourly rate to be paid.</i> | \$132 per 8 hour block |
| Personal Care Overnight — Up less than 4 times throughout the night. <i>If CP is up 4 or more times, or is up for an extended period of time of an hour or more, hourly rate to be paid.</i> | \$138 per 8 hour block |

Mileage, Holiday Pay, and Care Pro Training

Incidental Transportation (*during shift with client in car or on behalf of client in Care Pro vehicle*) is paid at .66 per mile. Please be sure to report mileage when you are clocking out of your shift via Wellsky.

Home Instead Care Pros are paid time and a half for hours worked on the following holidays: *New Year's Eve from 5pm, New Year's Day, Martin Luther King, Jr. Day, Easter, Patriot's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve from 5pm, and Christmas Day.*

Care Pros are compensated for overtime and travel time in compliance with Federal Department of Labor regulations.

Care Pro Benefits*

- Paid Vacation and Sick Time
- Simple IRA Retirement Plan
- Dental Insurance
- Life and Disability Insurance

*Please see employee handbook for information on benefits. We will reach out to all eligible employees during open enrollments

Care Bridge Home Care, dba Home Instead 386 W. Main Street, Suite 14 Northborough, MA 01532

Each Home Instead franchise office is independently owned and operated.

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www.homeinstead.com/151