



May 1, 2020

Recognizing Staff Who Work in Residential Homes -- \$5 Per Hour Increase

Staffing our residential homes remains our number one concern during these unexpected and exceptional times. To recognize your efforts, demonstrate our gratitude, and sustain your commitment going forward, we are offering an additional \$5 per hour above your hourly pay for anyone who works at a residential program from May 17th thru June 27th.

This new \$5 flat fee applies to all staff who work for residential programs, including regular staff, managers, staff who typically work in day-programs and now work in homes, and relief staff.

This flat fee will not apply to paid time off. This flat fee will apply to overtime hours, but will not be part of the time-and-a-half calculations --\$5 will be added to each hour after you calculate your standard overtime pay rate.

Adjustments will be added to your paycheck biweekly:

5/17-5/30 hours worked will be added to the 6/4 paycheck;

5/31-6/13 hours worked will be added to the 6/18 paycheck;

6/14-6/27 hours worked will be added to the 7/2 paycheck.

We are excited to offer this temporary rate, and are grateful for the work you are doing. By almost any metric, BC Arc staff are taking great care of the individuals, and keeping the entire BC Arc family safe. Our results as an agency are strong because of your fantastic performance. Please continue your great work in keeping yourselves and the individuals we serve safe.

Thank you.

Sincerely,

A handwritten signature in black ink that reads "Ken".

Kenneth Singer
President & CEO