

Memorandum

To: OTM Staff
From: Jeanne Stuntz, Vice President
Date: 6/13/2013
Re: Differential

This memo is being written to announce an exciting change at On the Mark!! After much consideration, we have decided to offer a *differential* for staff that are working with people who have aversive behavior plans. When an aversive behavior plan is in place, there are additional expectations required. Please note the following as it pertains to the differential.

- Differential is effective 6/23/13.
- Differential at this time is an additional \$1.75 per hour. While it is not anticipated, OTM administration reserves the right to change this amount if there is a financial hardship to the company.
- The differential currently affects 2 sites at OTM, both requiring female staff. If new sites with these specifications come open, we will put out a notice to staff.
- The differential is never applied to OSOC (on site, on call/sleep rate).
- Differential is NOT applied to staff meetings, trainings or shadowing shifts.
- Our expectation is to always provide excellent service. However, expectations will be even greater in these cases, as it involves the implementation of a behavior plan.
- Staff who are currently working with people who have aversive behavior plans must check in with their supervisor to determine if their performance currently meets overall expectations in order to start receiving the differential.

If you are interested in one of these shifts, please contact Megan at the office and she will put you in contact with the appropriate supervisor.