

OHIO NETWORK FOR INNOVATION

DIFFERENTIAL PAY RATES POLICY

ONI employees who provide waiver services may receive wages at differential rates depending on the type of shift worked. There are three types of shifts:

1. Homemaker Personal Care (HPC)
2. On-site/On-call (OSOC)
3. Training

The pay rates for each shift will be reviewed with the employee prior to employment with ONI. It is the employee's responsibility to accurately document hours worked under each type of shift in HRIS. In the event that an employee performs duties which fall under multiple types of shifts at the same time (for example, HPC and Training simultaneously), the employee will document the type of shift with the higher pay rate in HRIS for those hours worked.