

Paycheck Transparency

At Senior Solutions, we understand that due to multiple payor sources, pay rates and shift types, understanding your paycheck can be difficult. We are committed to making sure all employees are paid correctly.

Pay Day - is every Thursday, in the event that Thursday is a Federal Holiday, pay day may be moved to Wednesday. Some banks may process your paycheck sooner, however Senior Solutions pay day is Thursday.

Direct Deposit - is required. We will capture this information during your onboarding. This can be updated by the employee through the self service portal at any time during your employment. In the event that there is an error with your direct deposit, you will be notified so that you can update your direct deposit information and your paycheck will be reissued to your updated direct deposit account.

Pay Periods- run from Monday 12 am through Sunday 11:59pm ending one week prior to the Thursday of the paycheck. If you use the correct system to manage your time punches, your paycheck will be processed with no issues.

Timesheets - in the event a timesheet needs to be submitted, your pay for that shift may be delayed until we receive the proper documentation and get it approved by the payor source.

EVV Non-Compliant Shifts - are paid at the base rate of \$8/hour. Non-compliant EVV shifts are shifts where there was not a proper clock in or clock out for the clients insurance (United HealthCare, BlueCare, Amerigroup). If the EVV system is not functioning properly, the caregiver should call into the office to be advised of next steps to avoid an EVV failure.

Holidays- Thanksgiving Day, Christmas Day and New Year's Day are eligible for Holiday pay.

Overtime- Overtime is paid out at a blended rate. A blended rate (sometimes referred to as weighted OT) is required any time an employee who earns different wages for different roles works overtime in any of these roles. Importantly, an employee who works 35 hours in one role and six in another during one week still earns overtime pay. Although this employee worked less than 40 hours in each role, the roles together amount to over 40 hours. That sum is what the FLSA uses to determine whether blended overtime pay is required.

During one workweek, Bob works 15 hours as a line cook at \$20 per hour and another 35 hours as a server at \$15 per hour. He works a total of 50 hours during the week (40 regular and 10 overtime).

$\$20 \times 15 = \300 (line cook straight hourly earnings)

$\$15 \times 35 = \525 (server straight hourly earnings)

Total straight hourly earnings = \$825

$\$825 / 50$ total hours = \$16.50 average hourly pay

$\$16.50 \times 0.5 = \8.25

$\$8.25 \times 10 = \82.50

Total hourly earnings for the week (including OT) = $\$825 + \$82.50 = \$907.50$

Since Bob worked more hours at \$15/hr than he did at \$20/hr, it logically follows that his weighted OT rate of \$24.75 (think $\$16.50 + \8.25) is closer to \$22.50 ($1.5 \times \15) than it is to \$30 ($1.5 \times \20).

Questions and/or issues should be reported to your direct supervisor first. If needed, please escalate to your Regional Director.