

**Montana Mental Health Nursing Care Center  
Resident Work Program  
*Determination for Rate of Pay***

Resident Name: \_\_\_\_\_ Date of Assessment: \_\_\_\_\_

Resident Employment Assignment (Job Site): \_\_\_\_\_

Job Description (Skills Needed):

\_\_\_\_\_  
Resident Work Program Coordinator Signature

Hours: \_\_\_\_\_ Days Off: \_\_\_\_\_

\_\_\_\_\_  
Job Site Supervisor Signature

Enter for each factor below the numerical rating which reflects the resident's performance as compared with the performance that would be expected of a non resident employee. The level for non resident employees should be considered as 100%.

Rating Groups	0-20%	21-40%	41-60%	61-80%	81-99%	100%
	Generally unacceptable	Far below average standard for job done.	Well below average standards for job done.	Significantly below average standards for job done.	Approaches average standards for job done	Meets average standards for job done.
Quantity of work: 90%						
Quality of work: 10%						

**Computation of Rated Wage**

(A)  $0.90 \times$  Rating for Quantity = \_\_\_\_\_ (B)  $0.10 \times$  Rating for Quality = \_\_\_\_\_

(C) Total of (A) + (B) = \_\_\_\_\_ (D) Prevailing Minimum wage = \_\_\_\_\_

(E) Product of (C) x (D) = \_\_\_\_\_ (Resident hourly rate of pay)