

8.10 Commensurate Wage

Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc. to pay wages at selected job locations to employees with disabilities involved in productive work situations in compliance with the Fair Labor Standards Act (FLSA).

Procedure:

Commensurate wages can be paid for selected jobs based on the established piece rates and the individual's actual productivity measured by the number of pieces produced per hour.

Commensurate wages can be paid for selected, hourly rated jobs on the established prevailing rates for such work in the area and the individual's actual productivity measured by objective, professional evaluations of the quality and quantity of work produced. Such hourly payments will be commensurate until such time as the individual's earnings equal the minimum rate established by the Federal Wage Determination or State Prevailing Wage.

(See Policy Section Eight, *Prevailing Wage Surveys*)