

POLICY AND PROCEDURE

REACH for Tomorrow

POLICY: RHR-520.2

TITLE: **Contract Employees**

EFFECTIVE DATE: 12/8/24

AUTHORIZED BY: Board of Trustees

This procedure shall apply to all contract employees of REACH for Tomorrow.

1. Definition

Contract employees are employees of REACH for Tomorrow hired on a contractual basis to provide a specific service during a specified period of time.

1.1. Hiring

The Program Manager or Designee and CEO/HR Director, with the assistance of the Human Resources Assistant and/or Contracts Manager, shall be responsible for the hiring process of contractual employees.

2. Contract Development, Maintenance and Renewal

2.1. The Program Manager or Supervisor in conjunction with the CFO/Contracts Manager, will be responsible for initial contract development and renewal negotiations.

2.2. The initial contract for services and payment schedule shall be developed by the CFO or designee in conjunction with the Program Manager or Supervisor, with final approval by the CEO.

2.3. The CEO shall obtain Board approval for any contractual employee position not previously approved and funded.

3. Fringe Benefits

No standard employee benefits are provided. However, at their own expense, contract employees may participate in the agency's health, vision, dental and other employee optional benefits, including voluntary term-life insurance, AFLAC and flex benefits plans, during the period in which the contract employee maintains a schedule of availability equal to

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or in excess of 30 hours per week.

- 3.1. Contract employees who meet certain eligibility requirements shall be automatically enrolled in the Money Purchase Retirement Plan.
- 3.2. Contract employees shall be responsible for paying the full premium amount of any elected insurance which REACH for Tomorrow shall withhold pre-tax.
- 3.3. Contract employees are not eligible for short-term or long-term disability or group term-life insurance.
- 3.4. Contract employees shall receive no paid time off (PTO), holiday pay or any other pay for hours not worked.
- 3.5. REACH for Tomorrow shall be responsible for providing contract employees with worker's compensation coverage, unemployment coverage and professional liability insurance coverage.

4. Orientation and Supervision

- 4.1. The Human Resources Department shall be responsible for maintaining and monitoring contract employee orientation, benefit administration and personnel-related information. The Program Manager shall be responsible for supervision and performance evaluations of the contract employee.

5. Payment for Services

- 5.1. Services are paid on a fee-for-service basis or flat fee/hourly rate paid by the service.
- 5.2. The Program Manager shall be responsible for ensuring that payments are approved only for those services authorized and provided.
- 5.3. There shall be no reimbursement for transportation expenses, except when included in the contract.
- 5.4. Contract employees shall be paid through the agency's bi-weekly payroll system, with deductions made for any elected insurance

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benefits.

5.5. REACH for Tomorrow shall withhold and pay all applicable employee taxes.

6. Termination of Services

Either employee or employer may terminate the contract relationship at any time according to REACH for Tomorrow' policies/procedures.