

CREATIVE LIVING Resident Assistance Program

The feature that distinguishes Creative Living from any other similar facility in the country is its Resident Assistance Program. The men and women who serve as Resident Assistants at Creative Living's two complexes are the people, working around the clock, who make the "assisted" part of the assisted, independent living concept work at Creative Living. While the specially built facilities are also important, the Resident Assistants play a critical role.

Resident Assistants respond to calls by intercom. They are "on call" for all residents, doing dozens of tasks that assure the comfort and safety of residents. Some examples are helping with meals, turning in bed at night, grabbing a book bag, and locking a door. In addition, the Resident Assistants extend hospitality to visitors and carry out a variety of housekeeping chores.

Each resident is responsible for having his or her own personal care attendants to provide assistance in getting in and out of bed, in dressing and with personal hygiene. But personal attendants normally spend only a few hours a day with the resident. The Resident Assistants are available the other 20 plus hours a day to help residents. They are also available when personal attendants need help for physically demanding tasks such as transferring a resident from bed to chair.

Obviously, being a Resident Assistant requires lots of energy, stamina and plain hard work. It also requires some training to deal with the special needs of Creative Living residents. But beyond these qualifications, there is a need for

patience and a positive attitude about life. Creative Living is very fortunate to have a group of Resident Assistants with an abundance of these qualities. In addition, many of the Resident Assistants are pursuing health-related careers, and view their work at Creative Living as an invaluable opportunity to gain relevant experience in the health care field.

IMPORTANT FACTS

- The pool of Resident Assistants numbers 20-25
- Nearly all are college students who need part time jobs
- 75% are in health or disability related studies
- They desire experience and resume advantage
- They like proximity to campus
- Pay rate is \$10.00- \$14.00/hour
- Night rate is \$12.50 - \$18.89; overtime is 1.5x; holiday rate is 2.0x
- Annual turnover rate varies but can be up to 50% a year
- 75% leave due to graduation, move to another school or schedule conflicts
- Residents pay \$200/month which is \$.27/hour for 24 hour coverage or \$6.58 day

Resident Assistants help with the little tasks in life that many of us take for granted.



Locking a door, transferring from chair to bed, getting a glass of water, putting on a hat, emptying a leg bag

24 hours/day

x

365 days/year

x

2 complexes

=

17,520 hours/year

and a budget of over \$319,146.

While our residents pay a little less than one-fourth of the cost or \$6.58 a day, the rest is raised from community support.

FINANCIAL FACTS

	Fiscal Yr 2016/17	Budget 2017/18
Gross wages	\$ 225,519	251,687
Medical wages	\$ 11,972	11,280
Employer share FICA	\$ 17,786	19,850
Workers compensation	\$ 1,119	1,970
Unemployment compensation bond	\$ 0	'350
Payroll processing fee	\$ 5,161	5,380
Resident Assistant coordinator	\$ 6,975	7,784
Resident Assistant Health Insurance	\$ 19,073	19,846
CPR Training	\$ 860	1,000
Total cost of Resident Assistance Program	\$ 288,465	&319,146