

Crème de la Crop, Inc.

2008 Employee – Rate Description
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Position	Beginning Rate	Rate after 30 days	Description
Washing & Packaging	\$6.25 Youth 16-18	\$6.75	<ul style="list-style-type: none"> - Washing of produce that comes out of the field - Packaging field produce according to market (C.S.A., farm-stand and wholesale/retail preorders) - Assist in setting up produce for all markets - Keeping Washing & Packaging area picked up/cleaned on daily basis - Package and set up produce ordered from other markets - Other tasks may arise as needed
	\$7.25 Adults	\$7.75	
Floater – W.P & Field	\$6.25 Youth 16-18	\$7.00	<ul style="list-style-type: none"> - Perform both W.P & Field Tasks as needed
	\$7.25 Adults	\$8.00	
Produce Harvester/ Crop Maintenance	\$6.25 Youth 16-18	\$7.25	<ul style="list-style-type: none"> - Hand harvesting produce in fields - Transporting produce to washing and packaging area - Crop Maintenance (plant staking, weed pulling, hand cultivating, plant watering, insect & disease control) - Planting of crops (field by machine, field by hand, hot house by hand) - Other tasks may arise as needed
	\$7.25 Adults	\$8.25	
Delivery person (Adults only)	\$7.00 hourly + .505 per mile	\$7.25 hourly + .505 per mile	<ul style="list-style-type: none"> - Responsible person with air-conditioned vehicle having good cab space (suv, mini-van...) - Load vehicle according to driving schedule provided - Delivery produce to clients & shelters (designated delivery area) - Pick up C.S.A. members pre-orders from local suppliers and unload in designated areas

Everyone will start out as a Floater (unless delivery person); once we decide where the best fit is (after 30 days) they will be titled as Washing & Packaging, Produce Harvest/Crop Maintenance or Floater. The new rate will be in affect.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Typically we are closed	Evaluate market distribution		C.S.A. pick up day	Wholesale delivery day	C.S.A. pick up day	Crop harvest evaluation
Field Crew Shift	Harvest	Harvest	Harvest/ Maintenance	Maintenance	1 st Shift Harvest 2 nd Shift Maintenance	Maintenance (Half crew every week)
First	8-2	8-2	8-2	8-2	8-2	9-3
Second	1-7	1-7	1-7	1-7	1-7	
Washing & Packaging	Receive B&B delivery 2 nd shift package up field produce	1 st shift B & B distribution 2 nd shift field produce distribution	1 st & 2 nd shift field produce distribution	1 st & 2 nd shift field produce distribution	Inform B & B of available order/ Package up orders	Typically W/P off on Saturday
First	-	8-2	8-2	8-2	8-2	-
Second	1-7	1-7	1-7	1-7	-	-
Delivery Person				10-5		

All of the above is subject to change.