

## 2022 Staff Bonus Figures

18 staff members at budgeted 4% = \$13,690

2 management staff (increased percent recommendation to 5%) = \$2,058

5 Leadership staff (increased percent recommendation to 7-8%) = \$23,310

10 Clinical MH staff (increased percent recommendation to 6%) = \$23,231

- Note: Clinical staff were increased from 4-6%. An additional 2% was added for eligibility under the MH Workforce Grant.

2 Psychiatric Nurse Practitioners (capped at \$2,500 bonus due to inflated salaries) = \$5,000

- Parameters: Not to exceed the bonus for any clinical staff member.

CEO incentive: TBD by BoD

Range: \$150 - \$5,622

- Note: A few staff bonuses were increased to \$150. No staff to earn less than \$150 bonus.

**Total= \$67,289**

**Budgeted for: \$104,106**

- Note: Difference is represented due to loss of staff over the year, and not meeting expected hiring for 2022.

### Additional Notes:

- MH Workforce grant is a total of \$34,000, which may be used to support the proposed bonus schedule.
- We have 5 ineligible staff (SSD, disability status, started employment Nov 1<sup>st</sup>) and 1 contracted clinician. They will receive "thank you" gift cards ranging from \$50 to \$500 for a total of \$1,650).