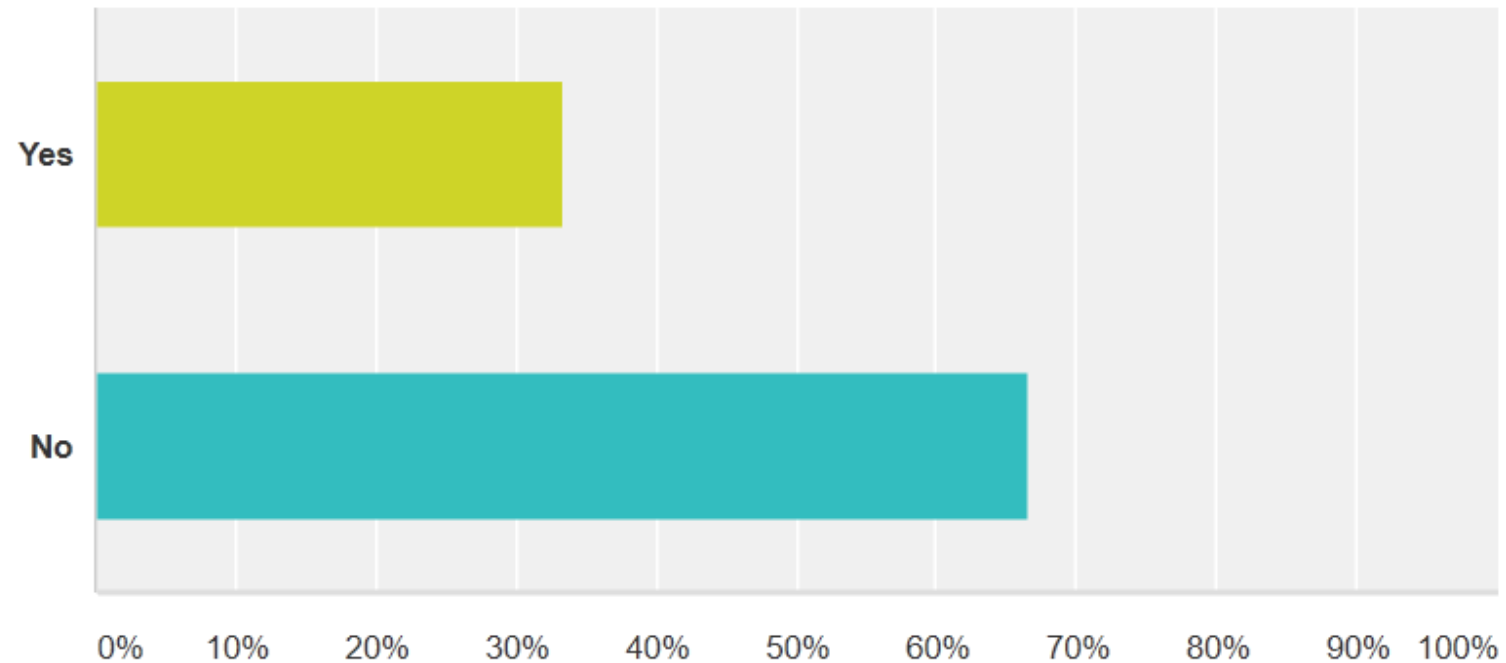


## Does your practice have a bonus program to compensate support staff?

Answered: 12 Skipped: 0



Answer Choices	Responses	
Yes	33.33%	4
No	66.67%	8
Total	12	

- When we have a profitable quarter, 30% of the profits are paid as bonuses to both full and part-time eligible employees'. To be eligible, an employee must have completed their 90 probationary period. 20% is divided equally amongst all eligible employees (excluding owners). The remaining 10% is divided equally amongst employees of the steering committee and the leadership team.
- 10 hours of bonus pay for completing 10 hours of CE (for any position in the hospital) annually. \$100 weekly bonus for anyone training a new employee that isn't their direct supervisor. Inventory personnel bonus if % of sales of consumables is reduced.
- bonus for referrals of other licensed team members, on call, contributions to blog, qtrly newsletter, LnL, CE, etc. - varies based on position.
- We take a set percentage of profits and distribute to staff. Based on performance and tenure eligibility

# What is your current staff payroll % of income?

- 24% not including payroll tax 26.25% including payroll tax
- 49%
- Veterinarians - 27.1%, Techs, assistants, reception, admin and management - 38.2% Total payroll = 65.3%
- 15-18% technicians only
- Depends on department but varies from 11% to over 26% for techs alone.  
As far as total staff including doctors - 53% to over 60%
- 60%
- 14.6%
- 30.1 (21.5 tech/assistants, 3.7 reception, 4.9 admin)
- 30%
- 23.5 %
- 15%

# How has your staff payroll % changed from 2016?

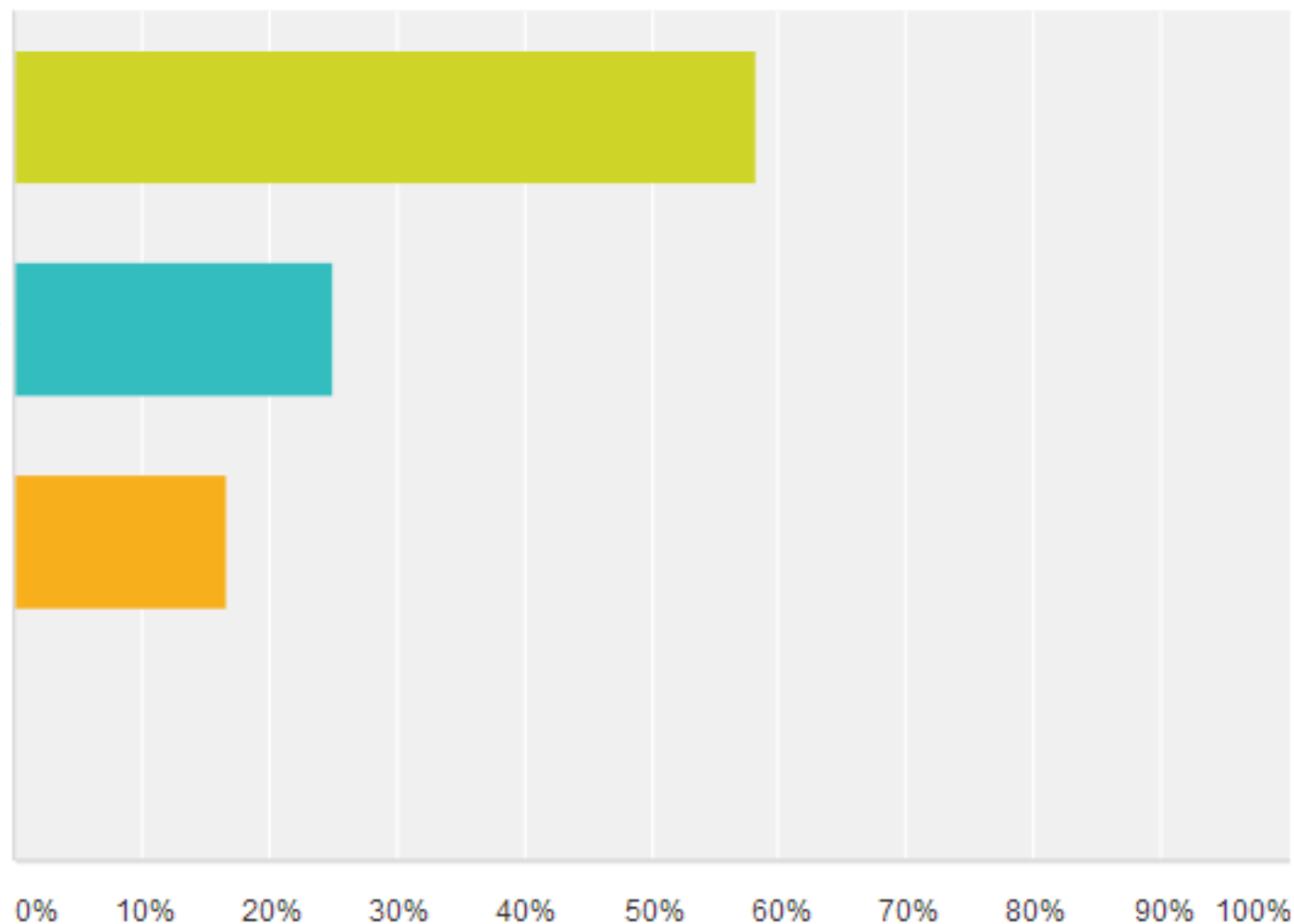
Answered: 12 Skipped: 0

Higher

Lower

Same

Other (please specify)



Answer Choices		Responses
Higher		58.33%
Lower		25.00%
Same		16.67%
Other (please specify)		0.00%
Total		12

# What is your definition of 'livable wage'?

- Earnings necessary to meet a family's basic needs while also maintaining self-sufficiency
- \$12.50 is what we deem as the minimum income necessary for a worker to meet their basic needs. We also offer full benefits, bonuses and a 401k matching contribution of up to 6% of employee salary deferrals.
- The wage that allows for a normal standard of living.
- Amount needed to support a household with basic needs
- For our area - It is hard to live on less than \$12 hour, but for our techs, we think \$14.50 is the minimum.
- To be able to independently sustain living costs: rent/mortgage, utilities, transportation, child care.

# What is your definition of 'livable wage'?

- The amount of money needed for food, childcare, health care, housing, transportation, and other basic necessities.
- Not sure if you mean an actual dollar amount or what a wage should cover. Basic housing, transportation and food for that particular area....for us probably \$15/hour
- A living wage provides [basic] food, shelter, clothing, health care, and transportation. The amt varies based on single vs family.
- One which can sustain paying expenses and ideally some savings
- According to our state and county. There are several websites/calculations for this, all have similar results. Here is one : <http://livingwage.mit.edu/> We try and maintain wages significantly above the "1 adult" level.
- N/A