



WESTMORELAND MANOR

NURSING SIGN-ON BONUS

Westmoreland Manor is excited to offer sign-on bonuses for eligible full time Registered Nurses, Licensed Practical Nurses, and Certified Nurse Aides! Join a dedicated team with incredible benefits.

WESTMORELAND MANOR IS NOW OFFERING:

**\$7,500
SIGN-ON
BONUS**

To eligible Registered Nurses and Licensed Practical Nurses.

**\$4,000
SIGN-ON
BONUS**

To eligible Certified Nurse Aides.

SIGN-ON BONUS ELIGIBILITY:

1. Sign-On Bonus program effective for any eligible full-time Registered Nurse, Licensed Practical Nurse, or Certified Nurse Aide hired on or after September 1st, 2022. Candidate must accept conditional offer of employment within (2) weeks. Candidate will then be required to successfully complete all pre-employment qualifications and conditions within set time frame per the offer letter.
2. Candidates must meet the minimum requirements for the position for which they are applying.
3. Those offered a position within the last month prior to the launch of the sign-on bonus program are not eligible for a bonus as defined by these guidelines. Casual, self-schedule, temp or part-time nurses or nurse aides are not eligible. Graduate nurses or graduate practical nurses not eligible until licensed.
4. Former employees eligible at the discretion of Human Resources. Former employees eligible only if they have left County employment no more than one (1) time in the past, and have not left County employment within three months prior to September 1st, 2022, or during bonus program.
5. Current employees who transfer into a bonus eligible position for the first time will be eligible.
6. Certified Nurse Aides must bid onto and be awarded a full-time bid in order to be eligible for sign-on bonus. Determinant date for increases to match full-time seniority date.

BONUS PROCESSING GUIDELINES:

- Bonus will be paid in (4) separate payments. The first payment will be made after the completion of the 45th calendar day of employment. The second payment will be made at the 6-month anniversary. The third payment will be made after the 9-month anniversary and the fourth and final payment will be made at the 1-year anniversary of employee's hire date. Installment amounts to be as follows:

• RN/LPN: 45 days: \$2,000	6 mos: \$1,750	9 mos: \$1,750	1 year: \$2,000
• CNA: 45 days: \$1,500	6 mos: \$500	9 mos: \$500	1 year: \$1,500
- Any transfer out of, termination or resignation from the eligible position before the next bonus payment will make the employee ineligible for any additional bonus payments.
- Bonus payments are taxable compensation and subject to applicable tax reporting and withholding.
- Eligible employees who call off three (3) or more times at any point throughout the (12) twelve month period will be ineligible for any further bonus payments. Call-offs due to (1) emergency personal day given to bidded employees, or approved leave of absences, not to count against eligibility. Excessive tardiness, defined as three (3) or more instances, will also disqualify employee from future bonus payments. Additional requirements may apply.