

GP %	FLAT RATE		SHARE THE PAIN / PROFIT			
	1/2 Yr Bonus Amt	Per Mo.	1/2 Yr Bonus Amt	Per Mo.		
20.0%	\$ 65,000	10,833	\$ (12,500)	\$ 40,000	6,667	
21.0%	\$ 70,000	11,667	\$ (10,000)	\$ 52,500	8,750	
22.0%	\$ 75,000	12,500	\$ (10,000)	\$ 62,500	10,417	
23.0%	\$ 80,000	13,333	\$ (7,500)	\$ 72,500	12,083	
24.0%	\$ 85,000	14,167	\$ (7,500)	\$ 80,000	13,333	
25.0%	\$ 90,000	15,000	\$ (7,500)	\$ 87,500	14,583	
26.0%	\$ 95,000	15,833	\$ (5,000)	\$ 95,000	15,833	
27.0%	\$ 100,000	16,667	\$ -	\$ 100,000	16,667	
28.0%	\$ 105,000	17,500	\$ 5,000	\$ 105,000	17,500	
29.0%	\$ 110,000	18,333	\$ 7,500	\$ 112,500	18,750	
30.0%	\$ 115,000	19,167	\$ 7,500	\$ 120,000	20,000	
31.0%	\$ 120,000	20,000	\$ 7,500	\$ 127,500	21,250	
32.0%	\$ 125,000	20,833	\$ 10,000	\$ 137,500	22,917	
33.0%	\$ 130,000	21,667	\$ 10,000	\$ 147,500	24,583	
34.0%	\$ 135,000	22,500	\$ 12,500	\$ 160,000	26,667	

FLAT RATE ILLUSTRATION

Bonus by Staff

	% of Pool	Level	Per EE	Avg Salary	Bonus %
Exec/Mgr	9.0%	12,375	6,188	80,000	8%
Dept. Head	14.0%	19,250	4,813	65,000	7%
Super	20.0%	27,500	5,500	48,000	11%
Specialists	22.0%	30,250	4,321	48,000	9%
Field	35.0%	48,125	1,415	39,000	4%
	100%	137,500			

27% is the base; performance below results in a deduction from the pool. For each percentage point above results in a larger pool.

The bonus pool is allocated by these percentages among the various positions on the crews. The number of employees and the allocation by position determine the bonus per employee