

Deborah Earp

From: Tara Kinard
Sent: Thursday, April 27, 2017 8:21 AM
To: WCMS Staff
Cc: rhbilbro@nc.rr.com; Cathi; cweatherlyjones@wakegov.com
Subject: 2016 Performance Bonus
Attachments: 2017 Board list WCMSCHF.docx

Good morning,

I have the pleasure to announce that our 2016 performance bonuses will be paid out via direct deposit on Monday, May 1 to your bank account (!) – split the same way your payroll check is deposited.

This performance bonus is based on your 2016 performance appraisal as follows: NI – 0%, ME – 3%, EE – 4%. The percentage is applied to your gross actual earnings in 2016. The IRS guidelines state that all bonus wages be paid at supplemental income rates. Standard Supplemental rates are 25% Federal and 6% State - these rates are conservative and a way to ensure that staff will not have to pay additional taxes on bonus amounts at year end.

Our Board Finance Committee put in extra time this month to meet with our auditors. Our Board agreed to meet for “special meeting” last night to review our audit and unanimously affirmed this bonus to be paid out in a similar timeframe as it has in the past – our celebration is their celebration too. I’m appreciative to work directly with such a vested group of community leaders who care greatly about our organization and the work we do. A list of our Board members is attached.

A special thank you to the behind-the-scenes work of Kim, Lorrie, Trish, and Stephanie to make this happen – you all are amazing!

Money aside, I hope each of you know how deeply appreciated and valued you are. At times, it’s easy to get caught up in all of the changes that have been happening, our day-to-day, or that patient who we feel we are just not making progress with. But stepping back and looking at the big picture, I hope you are as proud as I am to see the results of all of our collective hard work. From the strategic planning that our entire organization has and continues to participate in to the importance of the work we do every day and the impact we truly do make – it’s powerful.

Thank you for making 2016 such a successful year and a fantastic one at that. I’m enjoying the moment and looking forward to a great 2017!

Tara

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