



NURSES CALLED TO SERVE Campaign Sign - On Incentives

(eligible new hires may participate in only one incentive)

Campaign dates: January 18, 2021 - April 30, 2021

Current employees are not eligible for sign-on incentives unless they are transferring PRN-to-Full Time, converting from agency or transferring from a non-RN to new graduate RN position.

Incentives will be paid via payroll subject to applicable taxes and withholding.

Bonus Program	Total Bonus Amount	Installment Schedule	Payment Amounts	*Candidate Requirements/Eligibility
RN				
Sign On Bonus				
Full Time (> 2 yrs.)	\$15,000	90 days/1 year/2 years	25%/25%/50% \$3,750/\$3,750/\$7,500	.9 FTE minimum; at least two years acute care experience. External hires only. Rehires are eligible if they have been gone for at least six months.
Full Time (< 2 yrs.)	\$6,000	90 days/1 year/2 years	25%/25%/50% \$1,500/\$1,500/\$3,000	.9 FTE minimum; less than two years acute care experience. Includes external hires (rehires must have been gone at least six months) and internal new grads.
Part Time (> 2 yrs.)	\$7,500	90 days/1 year/2 years	25%/25%/50% \$1,875/\$1,875/\$3,750	.5 FTE minimum; at least two years acute care experience. External hires only. Rehires are eligible if they have been gone for at least six months.
Part Time (<2 yrs.)	\$3,000	90 days/1 year/2 years	25%/25%/50% \$750/\$750/\$1,500	.5 FTE minimum; less than two years acute care experience. External hires only. Includes rehires if they have been gone for at least six months.

RN

Agency Conversion*

Full Time	\$20,000	90 days/1 year/2 years	25%/25%/50% \$5,000/\$5,000/\$10,000
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.9 FTE minimum; at least two years acute care experience; must be no break between end of last contract and regular employment. If break does occur; nurse will be eligible for external hire incentives as long as has been gone for at least 13 weeks (or the equivalent of one travel assignment) and incentives are still being offered. Eligibility backdated to under contract as of 1/1/2021.

RN

PRN-to-Full Time**

Full Time	\$20,000	90 days/1 year/2 years	25%/25%/50% \$5,000/\$5,000/\$10,000
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.9 FTE minimum; at least two years acute care experience. Eligibility backdated to 1/1/2021#.

LPN

Sign On Bonus

Full Time (> 2 yrs.)	\$7,500	90 days/1 year/2 years	25%/25%/50% \$1,875/\$1,875/\$3,750
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.9 FTE minimum; at least two years acute care experience. External hires only. Rehires are eligible if they have been gone for at least six months.

Full Time (< 2 yrs.)	\$2,500	90 days/1 year/2 years	25%/25%/50% \$625/\$625/\$1,250
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.9 FTE minimum; less than two years acute care experience. Includes external hires (rehires must have been gone at least six months) and internal new grads.

LPN

PRN-to-Full Time**

Full Time	\$10,000	90 days/1 year/2 years	25%/25%/50% \$2,500/\$2,500/\$5,000
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.9 FTE minimum; at least two years acute care experience. Eligibility backdated to 1/1/2021.

Education Assistance ***

Full Time (FT) Only	Up to \$24,000 for 4-years FT service	Last pay date January/July	\$3,000 semi-annually up to \$24,000 max or total amount owed; whichever is less
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.9 FTE minimum. Part Time are not eligible for the Education Assistance incentive. Required documentation must be received in timely manner in order for first pay out. Must complete 90 days of employment before eligible for a payout. Document submission/90-day cutoff must occur by end of pay period prior to the first scheduled quarterly payout to allow adequate processing time.

* Agency that convert to a full-time eligible position will also have the choice of the Education Assistance incentive.

** PRN-to-Full-time conversions will also have the choice of the Education Assistance incentive.

*** Education Assistance is available to both RNs and LPNs