

12/9/13

Are you giving/able to give Christmas bonuses this year? If so, how much?

NOTE: Many PHAs are under the impression that bonuses are illegal. This belief is reflected in a couple of the responses we received. Actually, there is nothing in the federal law, HUD or other regulations that prohibits PHAs from paying bonuses. In fact, several years ago when HUD revised the ACC Part 2, they specifically removed all mention of personnel practices other than the Fair Labor Standards Practices Act and the HUD wage rate. However, if you decide to give bonuses, you must be sure that you have the funds to cover them, you are not slighting other financial needs at the PHA by doing so, the practice is covered in your personnel policy and you budget for them and have board approval.

Does not include responses from those who said "no".

Yes, we did. They are based on years of service. We issue an incentive check and do so during the week of Thanksgiving so everyone can do their Christmas shopping during the Black Friday events. \$200 to \$600

We do not give Christmas bonuses. However, we did have a stellar year in 2013, so will be giving a 5% raise to our employees instead of the customary 3%. We are giving out almost \$10,000 in Christmas gifts to our residents thanks to our partnerships.

We don't give bonuses, we give two extra days off at Christmas.

No, We gave 3% pay increases to all employees except the Executive Director

We have never given Christmas bonuses. We do buy a gift for employees (different every year- shirt, light jacket, travel bag, soft side cooler, picnic blanket etc- we have our logo and company name embroidered on it) and provide a catered lunch.

We do not give bonuses. Annual cost of living increase in January of 2.3%.

Yes. Two weeks pay; Not a bonus, a yearly incentive pay.

Yes - \$300

If the board approves the incentive pay, yes. \$300 for maintenance person; \$75 for part time person. I got a raise so I'm not asking for incentive pay.

Bonuses were budgeted and approved. Amounts will be determined at next meeting. Also, we were told they would have to be "employee performance payments" and nothing to do with Christmas.

We never give out bonuses. But we will give a small performance based payment.

We provided for a 2 % cost of living increase, after which we adjusted some positions to market level (we didn't decrease anyone's pay), based on a job description/position study. We are revamping our whole organizational/personnel review, incentive program, so that based on performance there could be further adjustments midyear(around March 2014).

We do not give Xmas bonuses. But the Board approved us to give "longevity" bonus pay each year before the Holidays. We based it on the City's plan. It is based on the number of years/months worked. So it increases each year. There is also a statement that states that it is based on available funds for that year. Has worked fairly well so far. \$10/month of service up to end of Oct. (It goes to \$11/mo after 5 years/then to \$12/mo after 10 years of service). We pay the Bonus right before Thanksgiving so they the extra cash to use on Black Friday for Xmas shopping.

Yes, \$500 to each employee (full-time only), regardless of salary or wage level.

My Board approved Appreciation Incentives for the quality work by employees. These amounts were included with the salary amounts in the budget. The amounts were varied from \$250-\$2,000 depending on position/responsibility (not time in service).

The City paid Discretionary Retention Pay (DRP) and it was based on number of years employed. I believe the smallest is \$50 with the top being \$250 or \$300. The City Council decides if they can be paid each year.

Merit award = 2 weeks pay

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We pay all employees an annual Christmas Bonus every year- amounts vary by property and job description. We send a personally signed Christmas Card to each employee every year.

Our Board was very generous this year and gave us 3 weeks pay.

I am giving my three staff members a 5% salary increase in December.

I give employees \$25.00 gift cards.

Since HUD has a problem with HA's giving a " CHRISTMAS BONUS"
We CALL IT the same as they do. "AN INCENTIVE OR LONGEVITY BONUS" It is just coincidental it occurs in December.
I am requesting the Board approve from \$300.00 to \$500.00 each since we did not have a raise this year.

We do not give a Christmas bonuses we give incentive one time only in the month of Dec. and it is based on the number of years served. 15 yrs and over, \$600; 10 yrs and over, \$500; 5 yrs and over, \$400; Over 1 year, \$300; Under 1 yr, \$200. Part time, \$100.00

700.00 for Director and Maintenance Supervisor

Yes - Two week's pay for all employees off probation; one week's pay for all employees on probation.