**DENTAL HYGIENIST WORKSHEET**

Fiscal Year xxxx | Employee Name

1. **Comp Plan Parameters**
* Comp is distributed bi – weekly
* Hygienist is entitled to receive 30% of net production against their salary
	+ Ex: if 30% of net production is higher than the gross hourly wages,
	the hygienist receives the difference. Conversely, if the gross hourly wages
	are more than 30% of net production, no additional comp is distributed. There is no consequence in the latter scenario - nothing is taken away.
* Comp $$ are uncapped
* Commission on products - Various products such as whitening, pastes, rinses, power brushes are paid out on a flat commission for each product
* Production for these products etc. is not included in net production
* A threshold of an average of $800 in net production is required to receive
the commission

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| **Base Rate Calculation** | **Example:** |
| **Regular Hours @ Hourly Base Rate** | Week 1 - 40 hours/5 daysWeek 2 - 40 hours/5 days | 80 hours X $37 per hour= $2,960 |
| **Bi-weekly Base Rate Calculation** | 80 hours regular | Total Gross Pay $2,960 |

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| **Commission Calculation** | **Example:** |
| **Net Patient Care Production for the Applicable Bi-weekly Period** | $12,000 |
| **Commission Rate** | 30% |
| **Total Commission** | $3,600 |
| **Additional Comp Above Hourly Rate** | $640 |
| **Effective Hourly Rate including base rate & additional comp ($3,600 Commission/80 hours worked)** | $45 per hour |

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| **Commission Calculation (Including Products)** | **Example:** |
| **Net Patient Care Production for the Applicable Bi-weekly Period** | $12,000 |
| **# of Days Worked During Bi-weekly Period** | 10 |
| **Average Net Patient Care Per Day** | $1,200 |
| **Minimum Average Net Patient Care Production Per Day** | $800 |
| **Meets Eligibility to Earn Product Commission** | Yes |

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| **Eligible Products****Quantity** | **Commission Rate/Quantity Total** | **Total Product Commission:** |
| **5 Power Brushes** | $10 X 5 = $50 |  |
| **10 Fluoride Rinses** | $3 X 10 = $30 |  |
| **3 Perio Protect Cases** | $40 X 3 = $120 | $50 + $30 + $120 = $200 |

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| **Total Compensation Calculation** |
| **30% of Net Patient Care Production** | $3,600 |
| **Product Commission Calculation** | $200 |
| **Total Compensation** | $3,800 |
| **Total Hourly Compensation** | **$47.50 per hour** |