

Compensation



- Market based Salary Ranges
- Exempt Salaried
- Non-Exempt Salaried *
- Hourly Pay (*Part-Time & Temp*)



- Bonus Programs

Benefits



- Unemployment Insurance
- Worker's Compensation
- Social Security
- Medicare
- State Required



- Medical Plan (HDHP/PPO)
- Dental Plan
- Vision Plan
- Flexible Spending Accounts
- Health Reimbursement Account
- Health Savings Account
- Employee Assistance Program
- Life Insurance
- Accidental Death and Dismemberment Insurance
- Short Term/ Long Term Disability Insurance



- 403b 6% Annual Employer Contribution
- 403b 8% after 10 years of service *
- 403b 2% Matching Employer Contribution
- 403b Investment Advisors*



- Annual Vacation Allocated 1/1 *
- 0 thru 3 Years: 17 Days Vacation *
- 4 thru 6 Years: 22 Days Vacation *
- 7+ Years: 27 Days Vacation *
- 9 Paid Holidays
- Responsible Sick Time (40 hrs. per event)
- OFLA/FMLA Leave (40 hrs. paid after sick time is exhausted)



- Spouse/Dependent Life Insurance
- Other Optional Insurance Offerings (*TBD by 11/1*) Examples:
 - Pet Insurance
 - Long Term Care
 - Home/Car
 - Identity Theft

Work-Life Satisfiers



- Remote Working
- Flex Time
- Reduced Work Schedules
- Phased Return to Work
- Results-Based Work Environment *
- Personal Leave (unpaid)



- On-Site Fitness Facilities and Classes
- Stress Management Programs
- Quiet Room Space *
- On-Site Bike Room
- Guaranteed Ride Home



- Corporate Social Responsibility Programs
- Green Initiative
- Community Volunteer Offerings *

*New

Recognition



- Sponsored Employee Engagement
- Core Behaviors
- Sponsored Team Building



- Tuition Reimbursement (*upon approval*)
- Outside Seminars and Conferences
- Professional Development



- Service Awards
- Peer Recognition Awards
- Core Behavior Awards *
- Spot Awards *
- Appreciation Events

Talent Development



- Professional Coaching
- Leadership Training
- Formal/Informal Mentoring



- Job Advancement/Promotion
- Career Pathways *
- Succession Planning
- Workforce Planning



- Quarterly Check-ins *
- 1:1 Meetings
- Performance Planning/Priority Setting
- Coaching
- Pay Alignment with Performance