



Compensation, Benefits and Rewards

At NEEA, we are committed to providing sustainable futures for employees and their families as we build a sustainable Northwest together.





Our team is our superpower.

A career at the Northwest Energy Efficiency Alliance (NEEA) is so much more than a job.

It's an opportunity to transform the future by helping us solve the Northwest's most pressing energy challenges. When you join NEEA, you join a forward-thinking alliance with more than 25 years of experience using collaborative innovation to advance energy-efficient products, services, and practices throughout the region and beyond.

Our success relies on you and your fellow NEEAns. To help attract, retain and nurture the brightest and most enthusiastic minds, we are committed to fostering an engaging work environment, offering competitive salaries and benefits, providing ample opportunity to achieve a healthy work-life balance, and delivering a comprehensive recognition program to ensure your efforts are fairly recognized and rewarded as they contribute to our overall success.



Compensation



NEEA completes salary reviews on a regular cadence to ensure staff members are paid market rates across exempt salaried, non-exempt salaried, and part-time and temporary positions.

In addition to market based salaries, NEEA employees receive:

- Unemployment insurance
- Workers' compensation insurance
- Social Security
- Medicare
- All state-required insurance

Benefits



Insurance options

- Medical plan (HDHP/PPO)
- Dental plan (PPO/DHMO)
- Vision plan
- Flexible health spending accounts
- Health savings account contributions
- Employee assistance programs
- Life insurance
- Accidental death and dismemberment insurance
- Short-term and long-term disability insurance

Retirement options

- 403b 6% annual employer contribution
- *Rises to 8% after 10 years of service*
- *3 year vesting schedule*
- 403b 2% matching employer contribution
- 403b investment advisors

Paid time off

- Annual PTO allocated on January 1 by service time:
 - 0 to <4 years: 17 days (136 hours)
 - 4 to <7 years: 22 days (176 hours)
 - >7 years: 27 days (216 hours)
- 11 paid holidays
- Responsible sick time: 40 hours per event
- OFLA/FMLA leave
- Oregon Paid Leave
- Washington Paid Leave active (one week waiting period)

Additional insurance offerings

- Spouse/dependent life insurance
- Pet insurance
- Critical illness
- Accident
- Legal and identity theft resources

Work-Life Balance



Work flexibility

- Remote working stipend
 - A one-time \$200 bonus payment added to your paycheck after 90 days
- Flex schedules
- Reduced work schedules
- Phased return-to-work after leave
- Personal unpaid leave

Health and fitness

- Free TriMet transit passes
- Free onsite fitness facilities and bike room
- Stress management programs
- Dedicated mothers' room
- Dedicated meditation room
- Onsite bike room
- If an emergency arises for an employee who commuted by any means other than driving themselves, NEEA will cover the cost of a ride home (e.g., taxi, Uber, Lyft). Please contact HR with any questions.

Community stewardship

- Corporate social responsibility initiatives
- Green initiatives
- Community volunteer opportunities

Recognition



NEEA is committed to the ongoing recognition of outstanding employees who demonstrate the Core Behaviors that make NEEA such an inspiring and successful organization:

Stakeholder Centricity	Results Orientation
Effective Teaming	Resilience
Innovation	Accountability

Our recognition of top performers takes a variety of forms, including:

- Sponsored employee engagement
- Sponsored team building
- Tuition reimbursement (upon approval)
- Outside seminars and conferences
- Professional development
- Service awards
- Peer-to-peer recognition
- Core Behavior awards
- Appreciation events



Talent Development



NEEA employees have many opportunities to evolve and hone their professional skills, including:

- Professional coaching
- Leadership training
- Formal and informal mentorship
- Job advancement and promotions
- Career pathways
- Succession planning
- Workforce planning
- Formal performance check-ins
- 1:1 meetings with management
- Performance planning and priority setting
- Coaching
- Pay alignment with performance
- CPR/First Aid Certification training opportunities

