

# Total REWARDS



## Permanent Full-time Employees “PFT” Director Level Positions

### Pay & Benefits

- Fair and consistent compensation system that offers annual step increases based on satisfactory performance and gained experience.
- Extended health and dental benefits, with 90% of premiums paid by the County, effective after your first month of employment.
- Confidential Employee and Family Assistance Plan (EFAP) offering in-person, virtual, and telephone support resources.
- Health or wellness spending account, with the amount based on single or family benefit status.
- Group life insurance, long-term disability coverage, and paid sick leave to support your well-being.
- Support for your retirement goals through employer and employee contributions to the Local Authorities Pension Plan and optional APEX supplementary plan, effective from your first day.

### Work Life Integration

- Optional Earned Day Off (EDO) Program offering up to twenty-six additional paid days off per year through a condensed work schedule (for applicable positions).
- Vacation starting at four weeks per year, plus your birthday off with pay.
- Up to five additional management days off per year.
- Flexible work arrangements, allowing hybrid work options based on the needs of the position.
- Mobile technology (laptops, cloud-based software, and cell phones) to support flexible work environments.
- Office closure during the holiday break, with an additional paid Floater Day.

### Physical & Mental Wellbeing

- Free onsite counselling services available to all employees and access to wellness rooms.
- Access to physical fitness, including an on-site employee gym and discounted access to local fitness businesses.
- Psychological safety supported by the Parkland Health, Safety & Wellness Committee.
- Seven personal days annually to help balance personal priorities or manage unexpected situations.

### Personal Growth

- Learning and development plans, conferences, training, and ongoing mentorship opportunities.
- Specialized training programs, including Indigenous Awareness, Inclusion, Leadership Development, and Safety.

### Perks & Fun at Work

- Discounts at Mark's Work Warehouse for workwear and more.
- Exclusive perks through Perkopolis, offering savings on entertainment, travel and retail.
- Active social club organizing social and celebratory events throughout the year.
- Lunchrooms designed for connection and relaxation, fostering a friendly and inclusive workplace culture.