

Total Rewards

Mission-Centered Culture

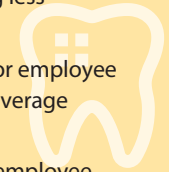
- Organizational Values in Action:
 - **INTEGRITY:** We model authenticity, and hold ourselves accountable to be good stewards of the agency's reputation, relationships, resources, and future.
 - **RESPECT:** We affirm the strengths and innate worth of all people.
 - **INNOVATION:** We commit to excellence and creativity, evolving through reflective learning and improved practice.
 - **PARTNERSHIP:** We collaborate to build collective expertise, and welcome diverse perspectives.
 - **SOCIAL JUSTICE:** We challenge our own biases, and work with courage and tenacity to build inclusive and equitable communities.
- Strengths-based, client-centered, and rooted in hope.
- Focused on flexibility, wellness, and work-life balance.
- An affirming workplace that values people's identities and multiple dimensions of diversity.
- Fiercely committed to equity and inclusion.

Compensation

- We strive to pay at or above market for all positions.
- We believe that employees who are fully proficient in their role and consistently performing above expectations should be rewarded with higher base pay.
- 401(k) match: dollar for dollar on first 3% of employee contribution; .50 cents on the dollar for 4-5% of employee contribution.
- We believe that cultural competence is an essential job function for every role at Tubman.
- Staff are eligible for merit-based increases based on annual performance reviews for all positions.
- Some positions are eligible for shift differential or incentive pay based on circumstances.

Benefits and Work-Life Integration

- Competitive Paid Time Off package, including:
 - Nine paid Agency Holidays.
 - Four paid Personal Holidays.
 - 15 PTO days in first year of employment increasing to 27 days by third year.
 - Paid sick and safe time for staff working less than 20 hours per week.
- Choice of five health plans with subsidy for employee portion; employee plus one and family coverage available.
- Dental insurance coverage at no cost for employee coverage; employee plus one and family coverage available.
- Short-term and long-term disability at no cost to employee.
- Employer paid life insurance up to two times annual salary; option to purchase additional coverage for self or dependents.
- Health Savings Accounts and Flexible Spending Accounts.
- Vision plan available.
- Identity theft protection available.
- Accident, Critical Illness, and Hospital insurance available.
- Confidential employee assistance program.
- Flexible schedules for many roles.
- Tubman is a qualified employer under national Public Service Loan Forgiveness Program.
- Free parking.



Professional Development and Growth Opportunities

- Strong emphasis on individual and team goals aligned with agency strategic plan.
- Regular staff meetings for enhanced communication, learning, and to provide input on processes and policies.
- We cultivate a growth mindset in all employees and encourage professional development, education, and skill-building opportunities.
- Collaboration opportunities with community partners focused on service coordination, systems change and innovation, networking, and learning.
- Opportunities to work across teams on agency-wide initiatives.

