



# Let's Thrive Together



## Total Rewards Purpose and Guiding Principles

### CHPW's Total Rewards – what are they?

Total Rewards includes **Pay, Benefits, Learning and Development, Recognition, and Wellness**. CHPW's Total Rewards Purpose and Guiding Principles provides a framework to guide decision making about CHPW's various reward programs.

### CHPW Total Rewards – Overarching Principles

- Total Rewards must align with the CHPW's mission, values, and short and long-term goals and strategy.
- Total Rewards should support employees performing their best, as well as their development and wellbeing.
- Total Rewards must be managed in a fiscally responsible way that is sustainable over time, and Total Rewards decisions must recognize the financial impact on our organization, members, and community.
- Total Rewards should be applied fairly across CHPW to support work to accomplish CHPW goals.
- Total Rewards will strive to reflect CHPW's commitment to fostering anti-racism, diversity, and inclusion, and building CHPW's Culture of Equity.
- Total Rewards will support the retention and attraction of employees who have the skills and talents necessary to achieve the CHPW's goals and mission.

## Decision-Making

**Executive Leadership Team (ELT)**, with input from the Human Resources team, will approve and revise the Total Rewards Purpose and Guiding Principles along with the resulting practices, policies, and processes. Financial considerations and market competitiveness will be a primary consideration for decisions around Total Rewards offerings. Employee utilization, input and feedback will be considered.

## CHPW strives to follow these Guiding Principles in determining Total Rewards:

### Pay

The compensation employees receive in exchange for the work performed.

- Pay structures should reflect market pay rates and provide flexibility to market factors.
- Pay increases should reflect market conditions and consider cost of living changes.
- Pay should be sufficient and equitable to enable CHPW to attract and retain top talent.
- Comparable work should be paid at comparable levels - performance and tenure are factors used in determining pay.

### Benefits

Plans and programs focus on enhancing the health, well-being and financial security for employees and their dependents.

- The overall benefits package may be at or slightly better than market.
- CHPW will provide information to enable employees to take an active role in their benefit decisions.
- Employees will share in the cost of their health care and other benefits.
- CHPW is committed to administering the benefits package in an equitable and inclusive way.
- CHPW aims to provide tools and resources to support healthy living for employees and their families.

## Learning and Development

Opportunities to grow professionally to contribute to and achieve CHPW's goals and mission.

- CHPW will provide a range of learning and development activities for all employees that support professional aspirations.
- CHPW is committed to equitable opportunities for learning, growth, and development for all employees.
- Managers should provide their employees regular feedback on their performance, giving them information they need to do their jobs more effectively over time and to support their development.
- CHPW empowers and encourages employees to take charge of their own development.

## Recognition

Acknowledgment and celebration of employees' unique and specific contributions CHPW goals and mission. Recognition may be individual or team-based, formal, or informal, tangible, or intangible.

- Recognition of Employee and team accomplishments fosters a culture of appreciation.
- Recognition should be meaningful to those being recognized and presented in a timely manner.
- Recognition happens throughout CHPW, from peers and managers alike.
- CHPW offers guidance on recognition and bonus programs to promote equitable and meaningful opportunities for staff recognition.

## Wellness

Support quality of life for employees – desired work-life balance, optimizing physical, mental, and emotional well-being. In addition, CHPW provides financial educational resources to support employees in their management of their financial needs at different life phases.