



COMPENSATION PHILOSOPHY

THE CRITICAL ROLE OF STAFF

At FamilyWise, staffing is our most valuable asset. We can't do our work without our talented staff team. We work to ensure that we have the right support in place for our staff and invest resources in staff personal and professional growth.

MEETING OUR MISSION REQUIRES TALENT

To support the children and families that we serve and deliver on our commitments, it is critical that FamilyWise develops and sustains a stable, high-performing workforce. To this end, we recognize the importance of creating an environment in which employees are engaged, recognized, rewarded, and satisfied. When we are at our best, working at FamilyWise is a winning proposition for our employees, their families, the families that we support, and the communities we serve.

OUR TALENT MARKET

FamilyWise is a unique nonprofit organization that provides programs and services that require us to balance staffing between urban and greater Minnesota. FamilyWise is a nonprofit organization that provides programs and services to underserved communities who have historically been disregarded and systemically experience more barriers than majority populations. As a nonprofit, it is difficult to compete for talent in the marketplace strictly on salary and while we recognize that salaries are important, there are many other factors that make FamilyWise a great place to work.

When offering positions to prospective new employees, FamilyWise is committed to always making the “highest and best” offer based on the candidate’s skills and experience, while taking into account FamilyWise’s funding streams and budgetary considerations. FamilyWise is committed to having a strong rationale behind each compensation decision and employment offer, and via our “highest and best” offer commitment, we are unable to negotiate higher salaries at time of hire.

OUR COMMITMENT TO THE WHOLE EMPLOYEE

FamilyWise is committed to a “Total Compensation” philosophy which includes the following components:

- Compelling mission, vision, and values that make a positive impact in the community
- A commitment to collaborative approaches to our work
- An inclusive and equitable work environment
- A commitment to both formal and informal employee recognition and appreciation
- Opportunities for learning, growth, training and career advancement
- Flexible work arrangements (e.g., part-time, limited work from home)
- A generous package of employee benefits
- Wage scale aligned to the markets in which we compete for talent

OUR SALARY AND BENEFITS PROGRAM

- A minimum of three weeks of vacation time for all regular employees, plus paid sick time, holidays, and floating holidays
- Inclusive benefits policies that reflect diverse and varied family situations
- Competitively priced medical, dental, vision, life and disability insurance coverages
- A retirement savings plan with generous employer contributions
- Market survey to refresh salary ranges at least once every three years
- Objective of paying in line with the market when compared to Twin Cities nonprofits and small- to mid-size for-profit organizations
- Annual salary increase process (subject to affordability) based on internal equity, and market conditions
- Increased compensation based on promotions and/or increased responsibilities, as applicable
- Overtime for non-exempt employees, and compliance with all applicable laws and regulations
- Occasional discretionary bonus payments, subject to affordability