

# Total Rewards

## Permanent Part-time Employees “PPT”

Parkland County offers a comprehensive total rewards package for employees including the following:

### Pay & Benefits

- Competitive pay with an annual Compensation Review process
- Extended health and dental benefits with benefit premiums being 90% paid by the County effective after your first month of work when scheduled at least 15 hours per week
- Confidential Employee and Family Assistance Plan with in-person, virtual, and telephone resources
- Health or wellness spending account with amount dependant on family or single benefit status
- Group life insurance, long term disability plan (when scheduled 20 hours per week) and paid sick time
- Caring for your retirement goals with employer-employee contributions to the Local Authorities Pension Plan effective your first day

### Work Life Balance

- Starting at up to 3 weeks of vacation a year (based on percentage of schedule of regular hours) and your birthday off with pay
- Flexible work arrangements allowing remote work options based on position’s needs
- Mobile technology (laptops, online files/cloud software, cell phones) to accommodate flexible work
- Office closed during the holiday break with additional paid Floater Day

### Physical & Mental Wellbeing

- Partnership with Local Counselling and Crisis Management Program
- Access to physical fitness including employee gym on site and lunch exercise programs
- Psychological safety through our Mental Health Support Committee and Joint Worksite Health and Safety committee
- 7 personal days for when life gives unexpected situations

### Personal Growth

- Learning and development plans, conferences, training, and on-going mentorship opportunities
- Indigenous Awareness Training, Inclusion Workshops, Leadership Training and Safety training

### Perks & Fun at Work

- Discounts at Mark’s Work Warehouse
- Access to exclusive perks through Perkopolis
- A social club that puts on several social and celebratory events and activities throughout the year
- Lunchrooms designed for socializing or relaxing