

Total Rewards

Union Employees

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

Pay & Benefits

- Competitive pay with increases aligned with the Collective Agreement of The International Union of Operating Engineers – Local 955
- 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 for applicable positions
- Extended Health and Dental coverage, group life insurance and long-term disability plan administered through The International Union of Operating Engineers – Local 955 for applicable positions
- Paid sick time for applicable positions
- Caring for your retirement goals with employer-employee contributions to the Local Authorities Pension Plan effective your first day for applicable positions

Work Life Balance

- Vacation aligned with the Collective Agreement of The International Union of Operating Engineers – Local 955
- Mobile technology (laptops, online files/cloud software, cell phones)
- 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

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