

Motivating Today's Agri-Worker

Employee Compensation and Benefits

Three key points for an effective compensation system:

1. Employees believe that they receive fair and equitable pay for work performed.
2. Pay for various jobs reflect importance of the job and degree of difficulty of skills required to perform the job.
3. Pay is competitive with local job market.

Employee compensation and benefits options:

- Seniority raise based upon length of time on the job.
- Merit raise tied to the superior performance of an individual.
- Productivity raise based upon the employee attaining a production quota.
- Annual bonus is a single payment to all employees based upon the company's results.
- Retention bonus is paid to all team members for their collective success.
- Profit sharing is when a portion of the company's profits get distributed among all the employees.
- Insurances for employees and their dependants: medical, life, dental, vision and long-term disability.
- Subsidized child and/or elder care program.
- Employer contributions towards registered retirement savings plan or registered education savings plan.
- Flexible scheduling options: compressed work week, flex-time, part-time, job sharing and telecommuting.
- Housing or relocation allowance.
- Paid vacation times.
- Free local gym memberships.
- Bereavement leave/family illness leave.
- Company pension plan.
- Educational financial assistance.
- Employee discount for company products.
- Local transit/buss pass or annual bicycle allowance to promote active/environmental living.