Total Rewards

Mission-Centered Culture

• Organizational Values in Action:
  • **INTEGRITY**: We model authenticity, and hold ourselves accountable to be good stewards of the agency’s reputation, relationships, resources, and future.
  • **RESPECT**: We affirm the strengths and innate worth of all people.
  • **INNOVATION**: We commit to excellence and creativity, evolving through reflective learning and improved practice.
  • **PARTNERSHIP**: We collaborate to build collective expertise, and welcome diverse perspectives.
  • **SOCIAL JUSTICE**: We challenge our own biases, and work with courage and tenacity to build inclusive and equitable communities.
  • Strengths-based, client-centered, and rooted in hope.
  • Focused on flexibility, wellness, and work-life balance.
  • An affirming workplace that values people’s identities and multiple dimensions of diversity.
  • Fiercely committed to equity and inclusion.

Benefits and Work-Life Integration

• Competitive Paid Time Off package, including:
  • Eight paid Agency Holidays.
  • Four paid Personal Holidays.
  • 15 PTO days in first year of employment increasing to 27 days by third year.
  • Paid sick and safe time for staff working less than 20 hours per week.
  • Choice of five health plans with subsidy for employee portion; employee plus one and family coverage available.
  • Dental insurance coverage at no cost for employee coverage; employee plus one and family coverage available.
  • Short-term and long-term disability at no cost to employee.
  • Employer paid life insurance up to two times annual salary; option to purchase additional coverage for self or dependents.
  • Health Savings Accounts and Flexible Spending Accounts.
  • Vision plan available.
  • Identity theft protection available.
  • Accident, Critical Illness, and Hospital insurance available.
  • Confidential employee assistance program.
  • Flexible schedules for many roles.
  • Tubman is a qualified employer under national Public Service Loan Forgiveness Program.
  • Free parking.

Compensation

• We strive to pay at or above market for all positions.
• We believe that employees who are fully proficient in their role and consistently performing above expectations should be rewarded with higher base pay.
• 401(k) match: dollar for dollar on first 3% of employee contribution; 50 cents on the dollar for 4–5% of employee contribution.
• We believe that cultural competence is an essential job function for every role at Tubman.
• Staff are eligible for merit-based increases based on annual performance reviews for all positions.
• Some positions are eligible for shift differential or incentive pay based on circumstances.

Professional Development and Growth Opportunities

• Strong emphasis on individual and team goals aligned with agency strategic plan.
• Regular staff meetings for enhanced communication, learning, and to provide input on processes and policies.
• We cultivate a growth mindset in all employees and encourage professional development, education, and skill-building opportunities.
• Collaboration opportunities with community partners focused on service coordination, systems change and innovation, networking, and learning.
• Opportunities to work across teams on agency-wide initiatives.