



# Total Rewards

*It's more than just your paycheque....  
It's a total package of salary, benefits, programs and activities  
available to York Region employees.*

This information is provided by HR Services

## Work-Life Balance

- Vacation
- Statutory, designated & float holidays
- Compressed Work Week
- Flex time
- Employee Workplace Wellness Program
- Anywhere e-desktop capability
- Management compensation plan for non-union staff who do not qualify for overtime

## Development & Career Opportunities

- Secondment opportunities
- Prepaid sabbatical
- Career planning
- Mentoring program
- Leadership development & succession planning
- Internal in-class learning opportunities
- Corporate Learning Resource Library
- External training & conference opportunities
- Tuition reimbursement
- Membership/professional association fees

## Health & Compensation

- Base salary
- Pay for Performance
- Mileage reimbursement & expenses
- Fitness membership discounts
- Computer Purchase Plan
- Group home & auto insurance
- CAA membership discount
- Canada Savings Bonds Purchase Plan
- Employee Commuting Option (ECO) Program
- Uniforms or Uniform Allowance
- Safety boot allowance
- Certification program for Water/Wastewater Operators
- Return to work / modified work program
- Health & Safety training

## Benefits

- Comprehensive group benefits
- Short term disability
- Long term disability
- Pension plan
- Ill dependent days
- Employee Assistance Program (EAP)
- Maternity / parental leave top-up

## Community & Social Affiliations

- **United Way Events**  
Baseball tournament, BBQ & Silent Auction, Craft Sale
- Christmas Food and Toy Drive
- Easter Seal Walk-A-Thon
- Blood Donor Clinics
- Children's Water Festival
- Staff Christmas party
- Community event bulletins
- Department social events
- **Discounted Event Tickets:**  
Canada's Wonderland, CNE  
Wild Water Kingdom, Ontario Place, Ontario Science Centre, African Lion Safari, Yuk Yuk's

## Performance and Recognition

- Performance Management
- TRUE blue Recognition
- Service Recognition

## Communication

- Employee Satisfaction Survey
- CREWW
- York Beat Magazine
- CAO Keeping In Touch Newsletter
- CAO Corner
- New Employee Corporate Orientation
- Know York Sessions
- Employee information boards
- Department / branch newsletters

## Physical Environment

- Free parking
- Well maintained workspaces
- Safe work environment
- On-site cafeteria, snack bars or lunchroom facilities
- Business casual dress policy
- Accessibility considerations (AODA)
- ATM
- Access to public transit
- Shopping malls, restaurants and fitness centres nearby
- Golf courses and parks nearby