

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.

Work-Life Balance

- Vacation
- Statutory, designated and 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

Health + Compensation

- Base salary
- Pay for Performance
- Mileage reimbursement & expenses
- Fitness membership discounts
- Computer Purchase Plan
- Employee Discounts
- 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

Communication

- Employee Satisfaction Survey
- York Beat magazine
- CAO Keeping In Touch Newsletter
- New Employee Corporate Orientation
- Know York sessions
- Employee information boards
- Department / branch newsletters
- The Source - Employee Guide to York Region

Performance + Recognition

- Performance Management
- icare Recognition

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

Benefits

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

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)
- Access to public transit
- Shopping malls, restaurants and fitness centres nearby
- Golf courses and parks nearby

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
- Community event bulletins
- Department social events

This information is provided by HR Services

H.R. Services
Employee Experience
Total Rewards


York Region