

STRATEGIC COMPENSATION PROGRAM

CENTRAL TEXAS

2022-2023

Compensation Philosophy

Our core values and philosophy guide us in developing the total compensation package at Capital IDEA. Capital IDEA is committed to providing a total compensation package that enables the Organization to attract, retain, reward, and recognize highly skilled and talented staff. To this end, Capital IDEA's compensation philosophy is to pay all employees at competitive -above average- levels established by the external labor markets, considering both salary and a comprehensive benefits plan.

The compensation program must meet the following objectives:

- Establish pay levels for positions on the basis of their external competitiveness in relevant labor markets;
- Reward employees for above average, highly competent and responsible work performance;
- Administer salary and benefits equitably and consistently;
- Encourage long-term commitment to Capital IDEA;
- Support the achievement of Organizational goals;
- Establish compensation policy that is consistent with the judicious expenditure of funds entrusted to Capital IDEA;
- Gain acceptance by the institution's "public," which includes, but is not limited to, the Board, donors, public and private funders, and the general public.

Compensation and Benefits Package for 2022-23 includes:

Compensation
Base Salary
Full Health Insurance for Employee. Deductible \$1,000 individual/\$3,000 family; co-insurance 80% in-network/60% out-of-network after \$1,000 deductible; out of pocket \$5,000; physician co-pay \$35/\$60.
Full Dental and Vision Insurance for Employee
Half Child(ren) Health, Dental and Vision (No employer contribution for spouse)
401(k) Retirement – eligible to contribute to plan and receive up to a 3%, 1:1 match after completion of 1000 hours of employment.
Cell Phone (\$50 monthly allowance for eligible employees)
Annual Leave (10 days at 0-5 years tenure; 15 days at 5-10 years; 20 days at 10 years or more) additional leave may be added based on ½ year of tenure for every year of comparable, relevant responsibilities.
Personal Leave (5 days)
Holiday Leave (10 days per year) and paid furlough between the Christmas and New Year's holiday.
Compensatory Leave (Must be taken within two pay periods)
Five Year Longevity Recognition (\$150 gift card)
Ten Year Longevity Recognition (\$200 gift card and one day off)
Fifteen Year Longevity Recognition (\$300 gift card and one day off)
Twenty Year Longevity Recognition (20 business days of continuous paid leave)
Performance Based Merit Increases (as budgeted)
Pretax deduction for child care and medical
Tuition Reimbursement (\$2625 within a twelve month period. Classes must be approved prior to incurring expenses. Classes must be for degree level courses and directly relate to or apply to a Capital IDEA business activity. A passing grade of a "B" or better is required.)