# Weighing Salaries & Benefits: Is This Job Worth It?

## THE EMPLOYMENT EQUATION

### THE JOB
- Duties – what will you actually be doing?
- Supervisor
- Organizational Structure
- Education & Training Opportunities
- Advancement / Career Paths
- Mentoring / Leadership Development
- Fit w/ Career Goals
- Work Environment (for this job)
- Commute – Time & Costs
- Work Travel & Relocation Expectations
- Work / Life Balance
- Exempt (from overtime) or Non-Exempt Position

### THE COMPANY
- Company Culture
- Mission / Vision / Values
- People
- Work Hours & Expectations
- Learning Organization
- Dress Code
- Work Environment
- Company Reputation
- Telecommuting & Flex Schedule Options
- Company Events
- Suggestion Programs & Surveys
- Recognition & Service Awards
- Focus on Giving Back, Volunteering
- Company’s Current Work & Future Prospects

### BENEFITS
- Cost & Plan Details (co-pays, deductibles)
  - Medical Insurance
  - Dental Insurance
  - Vision
  - Retirement Benefits (i.e. 401K) & Match
  - Flexible Spending / Health Savings Accts
  - Life Insurance
  - Short- and Long-Term Disability Insurance
  - Paid Time Off – Amount & Structure
  - Leave – Unpaid, Shared
  - Maternity/Paternity/Adoption Leave
  - Employee Assistance Program (EAP)
  - Wellness programs

### PERKS & REIMBURSEMENTS
- Relocation Costs
- Tuition Reimbursement
- Professional Membership Fees
- Cell Phone Costs
- Gym Memberships
- Transportation - Discount, Shuttle, Parking
- Cafeteria / Vending - Free?
- Games / Relaxation Rooms
- Internet Services
- Company Vehicle
- Company Discounts
- Childcare – Onsite or Assistance
- Sabbaticals
- Phone, laptop, Other Work Tools
- Sports / Entertainment Tickets
- Reward Trips
- Corp “Freebies” / Discounts
- Matching Charity Donations
- Children / Pets at Work
- Work Travel Policies
  - Amounts
  - Keep/Use Frequent Flier Miles
  - Keep/Use Reward Points

### COMPENSATION
- Base Salary
- Timing of Pay
- Standard Deductions (Taxes, Soc Sec, etc)
- Commissions / Incentives / Bonuses
- Shift Differential, On-Call, Stand-By, Overtime
- Performance Review – Timing & Process
- Pay Increases – Merit-based or Across Board
- Profit Sharing
- Stock Options
- Expected Donations (United Way, Foundations)
- Referral Bonuses

### AN INFORMED DECISION!

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