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To: Ad Hoc Committee
From: Amy Jewell
Date: 2/15/2022
RE: Total Compensation Philosophy

Below is the Total Compensation Philosophy, which was revised and reviewed at the 9/28/2022 meeting with the understanding that this would come back to the Committee for final review before sending to the Board for Adoption.

Chittenden Solid Waste District – Total Compensation Philosophy

CSWD recognizes that our most valuable asset is our people. CSWD's total compensation philosophy will be implemented without regard to race, color, religion, sex, gender identity, orientation, family structure, disability, or other factors that differentiate us. We will ensure that our employees know that we are supportive and value the contributions they make to CSWD and the community. Investing in our staff is critical to ensuring the long-term achievement of our organizational mission in service to our community.

Our goal is to be competitive in recruiting and retaining employees through our high-quality total compensation practices. We also aim to incentivize and reward staff who exceed the performance expectations as outlined in their job descriptions.

We believe in a total compensation philosophy that will provide an attractive, flexible, market-based competitive salary, benefits, and perquisites package that is aligned with maintaining a sound, sustainable, and responsible fiscal structure for the District.

We believe in providing a total compensation package that includes competitive wages and benefits that will enable us to compete for and retain talented staff and will aim to benchmark the total compensation of our staff --including wages and benefits-- at or above Vermont's livable wage as calculated for the communities in which we operate, and within our financial resources.

We will review our total compensation and philosophy on a regular cadence to ensure the value remains competitive.