

WHY WORK AT HOFFMAN ESTATES PARK DISTRICT

Partnership "Total Rewards" Program

Hoffman Estates Park District distinguishes itself with its Partnership "Total Rewards" Program which is based on competitive pay, flexible health and lifestyle benefits, outstanding work environment, supportive culture, valuable learning and career development, and a dedication to ensuring a quality of life balance between work and home.

The following are the components of the "Total Rewards" Program:

Culture

The Hoffman Estates Park District remains committed to providing the best recreation and leisure services to our community. With our "satisfaction guaranteed" pledge, residents and their guests can be assured that the Hoffman Estates Park District staff will work to not only meet expectations, but to exceed them. That's what the Hoffman Estates Park District is all about. By building our culture of excellence into our everyday work environment, we can sustain the Hoffman Estates Park District Way and live our Brand Promise: *we provide the best Park District experience.*

Pay

In order to attract and retain the most qualified team members, Hoffman Estates Park District provides competitive pay, which is annually benchmarked against a variety of market indicators, ensuring that pay scales remain competitive and at the forefront of the Park District industry at all levels.

Benefits

At Hoffman Estates Park District, we recognize that everyone's needs are different and we embrace those differences by offering benefits and plans to meet your individual lifestyle. That's what Hoffman Estates Park District's Flexible Benefits Program is all about. Some of the important benefits are:

- Medical
- Dental
- Prescription Drug Coverage
- Vision
- Flexible Spending Accounts
- Life Insurance
- Long-Term Disability
- Short-Term Disability
- Retirement Programs
- Discounts on Facility Usage
- And several other voluntary benefits

Learning & Development

Hoffman Estates Park District is a firm believer in supporting the professional and personal development goals of our team members and leaders. Through the Hoffman Estates Park District, our team members and leaders can participate in a wide range of courses and workshops held at Hoffman Estates Park District or at our vendors' worksites.

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Recognition

We value each and every employee that works for the Hoffman Estates Park District and we make every effort to ensure our employees are aware of this value. We have many well designed recognition programs that make sure our staff's work does not go unnoticed. Programs include; Employee of the Month, Employee of the Year, Team Player of the Month, Anniversary Awards, and Recognition Staff Meetings.

Work/Life Balance

Hoffman Estates Park District also offers various programs and services designed to provide personal and professional support to help balance its team members' home and work responsibilities. One of the many excellent benefits about working for us is the discounted usage at three fully-equipped fitness centers (discount depends on type of employee). We also understand that sometimes our employees might need to speak to an anonymous expert about topics related to work or outside of work. That's why we provide a full-service Employee Assistance Program to provide support during difficult times.

Work Environment

Hoffman Estates Park District's standards of conduct and appearance help to ensure an open, cooperative, and fair partnership with you, and what Hoffman Estates Park District and your fellow team members have a right to expect from you.