

Compensation Philosophy



At The Link, our compensation philosophy is grounded in our values of equity, justice, and above all honoring, respecting and centering youth voices.

Because this work is so important, The Link strives to attract, retain, and engage a committed, talented and diverse workforce by providing a dynamic and collaborative work environment with career growth opportunities, realistic work-life balance and competitive compensation and benefits.

To that end, The Link will provide compensation that is competitive in the nonprofit sector for positions of comparable scope and responsibility and is internally equitable.

Our compensation philosophy is guided by the following principles:

1 Pay for Mission-Driven Work

We recognize the unique nature of our organization's mission and the importance of our employees' work in impacting the lives of youth. The Link will provide a competitive salary and benefits package that reflects the significance and impact of our mission. The Link takes a “lead” strategy when it comes to compensation to ensure we attract and retain the very best employees in our field, and so that employees earn a wage that ensures a high quality of life and well-being for them and their families.

2 Fair and Equitable Compensation

We are committed to ensuring that our compensation practices are fair and internally and externally equitable. We will evaluate and determine pay grade placement for Link positions based on factors such as exempt/non-exempt status, job responsibilities, whether the position supervises others, required skills, minimum years of relevant experience, and market data, among other factors. The Link's salaries will not discriminate based on race, gender/gender identity, LGBTQIA+ identity, and any other protected characteristics. The Link will also ensure that pay grades for program and administrative positions are equivalent when the level of skill, responsibility, scope of duties, experience, and expertise are similar.

3 **Market Competitiveness**

We believe in offering competitive compensation packages to attract and retain top talent. The Link will conduct regular market analyses to benchmark our compensation against similar organizations in the nonprofit sector and local government, specifically those working with youth. This will help us remain competitive and adjust our compensation practices as necessary. Each position will have a range which is developed using these factors. Positions are grouped into pay grades with similar duties and responsibilities.

4 **Total Rewards Approach**

Our compensation philosophy extends beyond base salaries. We aim to provide a comprehensive total rewards package that includes benefits such as health insurance, retirement plans, paid time off, professional development opportunities, and other employee benefits. We understand the importance of work-life balance and holistic well-being for our employees. The Link does not provide additional benefits or non-cash offerings to employees in the highest pay grades. All employees have access to the same benefits.

5 **Work-Life Balance**

We recognize the importance of work-life balance and strive to foster an environment that supports it. Our compensation philosophy includes benefits and programs that promote employee well-being, such as flexible work arrangements, paid time off, and workday self-care initiatives and trainings. The Link recognizes that some jobs may require working extra hours on occasion. While this is sometimes necessary, The Link will put systems in place to ensure no employees are working excessive hours on a regular basis. The Link will also ensure that workload equity is a priority, and that employees in similar positions and pay grades will have similar workloads.

6 Fiscal Responsibility

As a nonprofit organization, we have a responsibility to use our resources efficiently and effectively. While we strive to provide competitive compensation, we will also ensure that our compensation practices align with our financial sustainability goals and are in line with our mission.

7 Transparent Communication

We are committed to maintaining transparent communication about our compensation philosophy and practices. We will provide clear and consistent information about our compensation structure, including how salaries are determined, the rationale behind compensation decisions, and opportunities for growth and advancement within the organization. The Link will publish the hiring range for each position in all position openings and will clearly communicate with candidates regarding factors that determine compensation (minimum years of relevant experience, lived experience, degree or licensure).

8 Professional Growth and Development

We are committed to investing in the professional growth and development of our employees. We provide opportunities for training, skill-building, and career advancement, enabling our staff to continuously enhance their abilities and increase their potential for personal and professional growth.

This compensation philosophy will serve as a guiding framework for our organization's approach to compensation. We will regularly review and evaluate our practices to ensure they align with our mission, values, and the evolving needs of our employees and the youth we support.