

Wages & FTE

2023 Budgeted Wages: \$11,456,822 (183.5 FTE) Avg. FTE: 165.3

Entry Level Ranges: \$18.25 to \$30.30 (increased base rates by \$3 in September 2022)

Mid-Level Ranges \$21.04 to \$33.72

Senior Staff Ranges \$24.64 to \$38.19

Management \$29.00 to 50.75

Average Wage: \$27.59

43 staff members have 10 years or more tenure.

Health Insurance: CIGNA

WR Offers 2 plans for Family/2 person/Single coverage to staff who work 24 or more
WR contributes 90% towards premium & up to \$5,000 in HRA towards deductible.

Total spend in 2022: \$1,545,601.23

Dental Insurance: CIGNA

WR offers a plan for Family/2 person/Single
WR contributes up to 85% towards premium

Vision Service Plan

WR offers a \$100 reimbursement to staff each year

Combined Time-Off (CTO)

Regular full-time, and regular part-time employees accrue CTO from day one and may use CTO after completion of 90-day introductory period

Flexible Spending Plan

Life Insurance

All new employees are provided life insurance at no cost to eligible employees.

Mutual of America 403 (b) Retirement Plan

All employees are eligible to participate from the first day of employment.

Wake Robin will match employee contributions at 50%, up to a calendar year maximum of \$2,000.

Employees are fully vested in their retirement account immediately.

Supplemental Benefits:

Wake Robin offers a host of additional benefits that can be utilized as needed throughout the year.

See the Supplemental Benefit Sheet for full details. Below are a few of the most popular programs:

- Employee Assistance Program
✓ 11 staff assisted
- Healthy Car Fund
✓ 2022: Awarded \$16,142.18
- PAL (emergency) Loan program
✓ 2022: Supported staff for approval of \$20,250.00
- Gas discount card
✓ 2022: Awarded \$36,727.00
- Education scholarships and school loan repayment programs
✓ 2022: Awarded \$17,483.99