# PIERCE COUNTY GOOD JOBS FRAMEWORK

## WHAT MAKES A GOOD JOB?

### FLEXIBLE WORK

- Option for different start and end times
- Option for different types of work schedules
- Option to work from home

### TRAINING & ADVANCEMENT OPPORTUNITIES

- Professional development and training opportunities
- Transparent, internal pathways for career progression

### COMPREHENSIVE BENEFITS

- Retirement plans
- Healthcare insurance
- Benefits available to full-time and part-time employees
- Childcare benefits
- Paid leave & caregiving supports

### SELF-SUFFICIENT WAGES

- Predictable hours for a consistent wage each pay period
- $21.32/HR    $40.11/HR    $29.18/ADULT/HR
- A living wage that covers essential expenses based on family type
  *Scan the code for data source*
- Opportunity for promotion based on performance
- Pay is equal based on experience

### TRANSPARENT & EQUITABLE HIRING PRACTICES

- A diverse pool of applicants is pulled through equitable outreach
- Applicants evaluated based on relevant skills
- Hiring process and wages are disclosed from the start

### ORGANIZATIONAL CULTURE

- Safe and healthy working environment
- All workers are treated with fairness, dignity, and respect
- Transparent and equitable expectations for all employees
- Workers empowered to make decisions
- All lived experiences and identities represented at all levels of the company