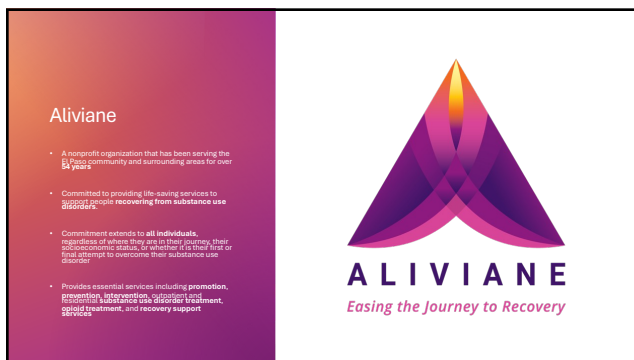


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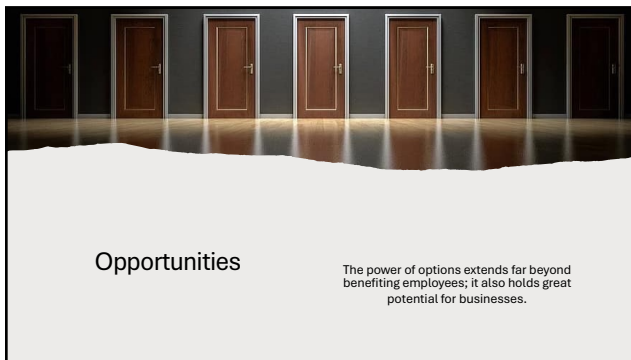
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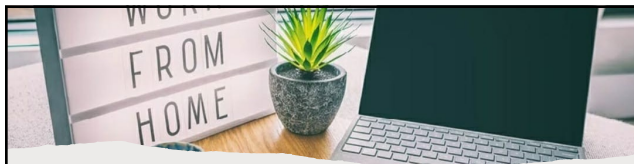
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5




6



Positive, Supportive, and Flexible work environment

- Hybrid and remote positions
- Flexible work schedules
- Paid Time Off (PTO) accrual begins on day one
- Tech shift differential pay
- Clinician evening and weekend differential pay
- Salary increases


7



2023 Association of Substance Abuse Programs Wage and Benefit Survey

Data Effective March 1, 2023
Published July 26, 2023

Prepared By:
Werling Associates, Inc.
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Salary Structure

- 36 organizations
- 57 positions surveyed
- **Focused on High Turnover Low Retention Positions**
- Seniority, experience, job responsibility, org. size, gross annual revenue, geographical differences, pay policies, community population

8

Safe Space

- Engage Employees
- Build Trust
- Build Relationships
- Open Communication
- Value employee ideas, creativity, and contributions



9

Work-life balance and emotional well-being

Support Wellness

- Revised job descriptions
- Informal and formal team bonding
- Celebrate work anniversaries, accomplishments
- Mental health wellness hours
- Extended illness hours



10

Foster Personal and Professional Growth

I define a leader as anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.

— Brené Brown

< Join Leadership for Transformation >

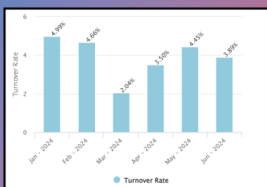
- Fostering potential
- Mentoring
- Opportunity to advance
- 90% of our leadership started in entry-level positions
- Longevity

11

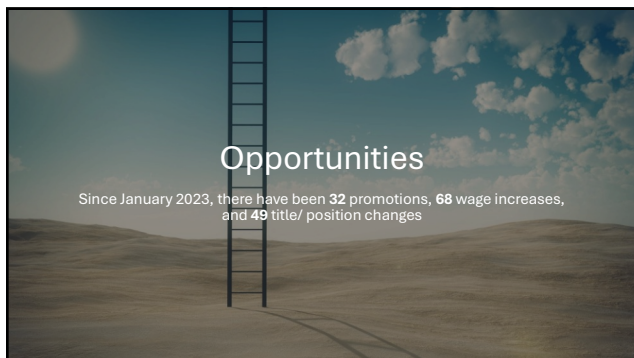
TURNOVER RATE June 2024

3.89%

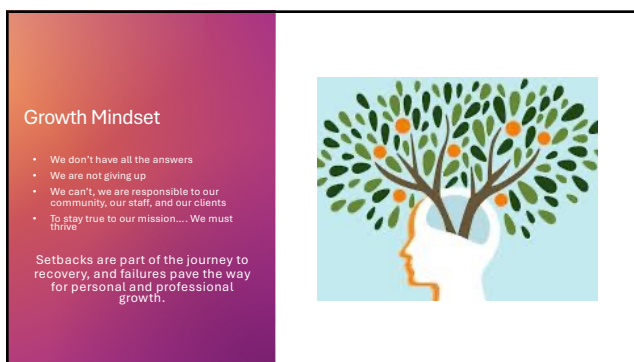
Research indicates the average turnover rate for nonprofit organizations is approximately 19%, whereas the average for-profit industry turnover rate is 12%. According to Gallup, a 10% rate is considered good. Aliviano is still under the average.



12



13



14



15
