

Comprehensive Compensation Statement Outline

Recommended information to be included in a comprehensive compensation statement:

1. Rate of Pay
2. Scheduled increases (COLA plus minimum 3.5% annual merit increase)
3. Increases based on changes to Provincial minimum wage
4. Overtime and on call rate per hour
5. Seasonal Bonuses / Profit Sharing
6. Vacation leave (ensure, at minimum, aligns with Provincial Employment Standards)
7. Sick leave - recommendation is 5 days annually
8. Personal leave - recommendation is 5 days annually
9. Paid Continuing Education/Volunteer hours
10. Date for next annual review of compensation

Comprehensive Benefits Statement Outline

List of sample employer benefits to include:

- Discounted pet food
- Discounted medications
- Discounted in practice services and procedures
- Pet insurance premiums
- Child care
- Fuel allowance or mileage reimbursement
- Reimbursement for continuing education
- Uniform allowance
- Association dues
- Disability insurance
- Life insurance
- Cell phone allowance
- Employer paid dental
- Employer paid optical
- Employer paid drug plan
- Employer paid ambulance
- Employer paid travel health
- Employer/Employee paid dental
- Employer/Employee paid optical
- Employer/Employee paid drug plan
- Employer/Employee paid ambulance
- Employer/Employee paid travel health
- Employee paid dental
- Employee paid optical
- Employee paid drug plan
- Employee paid ambulance
- Employee paid travel health

