

EMPLOYER VALUE PROPOSITION: EMPLOYER INSIGHTS ON BENEFIT OFFERINGS

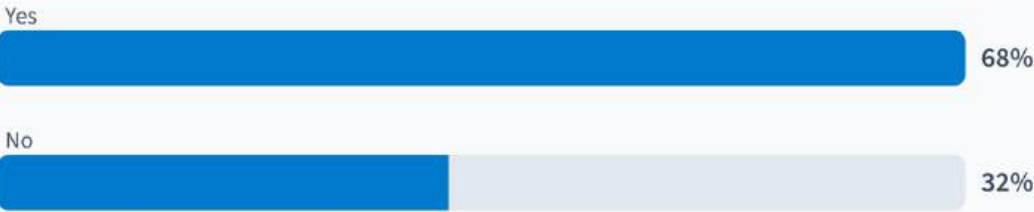
85 surveys completed



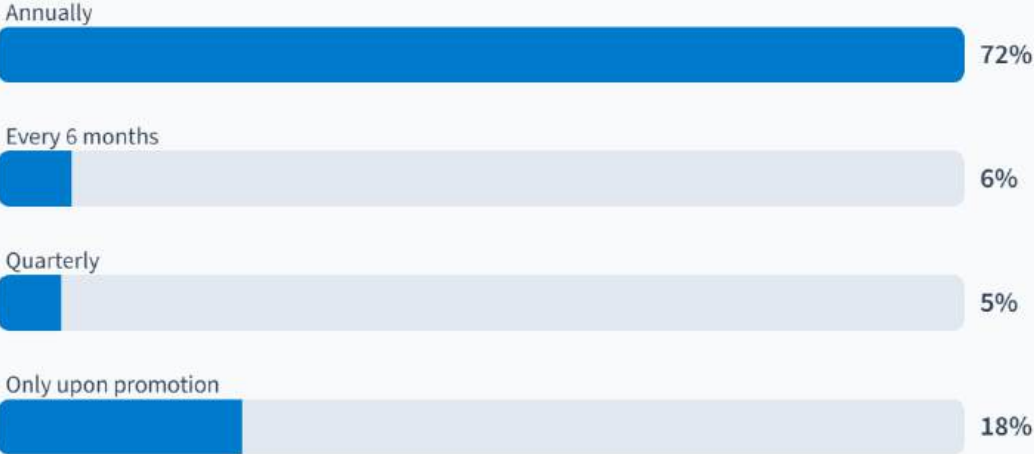
COMPENSATION: As a company, how would you describe your compensation strategy?



COMPENSATION: Have you made significant changes to your compensation strategy in the last 3 years?



COMPENSATION: How often do you perform salary reviews?




COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

Under paid under appreciated 

It doesn't reflect the cost of living. So my efforts are limited 


not well 


Well 

Underpaid in regards regarding if you are certified and gaining more certification in regards to your job 

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COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

it dies not reflec by job responsibilities they have structure regardless how long you have been working but if thats their structure they stick to it maybe depending other staff promotion but base on my experience my compensation ia not really a huge changes 

I think at times I do more than I'm supposed to 

Well 

Falls short 

COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

pretty well

Adequate

Very well

Fair

Greatly

COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

Low

Matches

Fair

Somewhat fair


Fair and competitive

COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

Low 


My compensation reflects the national standard. 

Evaluation 

According to semi annual performance review of department heads and management, in my opinion it seems to reflect well 


Satisfied 

COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

I feel that I should be compensated more than what I am getting paid due to all the responsibilities and the positive performance and results I provide. 

Fair 

Not enough pay 

Post Covid, I would have answered "more than fair", however today, we are responsible for 3 times the work load and responsibility... Today, I would answer "the best we can do given the circumstances". 

Well 

COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

Well 

Fairness 

So so 


Job knowledge 

A little on the low but fair 

COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

excellent 

I would say it's average. My position is an asst manager but I am handling more things 

Good representation demanding work load which pushed innovations and growth but also equally compensated and benefits 

My pay somewhat reflects my responsibilities and effort, and I feel fairly compensated overall. 

Well 

COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

Operating multimillion dollar machine requires many responsibilities to ensure our customers are satisfied and our Authority's mission is followed.



Not well



My pay reflects my job responsibilities and the effort I put in quite well. The expectations of my role are clear, and I feel that the compensation aligns with the value I bring to the team. Of course, there are always opportunities for growth, but overall I'm satisfied with the balance.



I don't think my compensation matches my job responsibilities and level of effort at this time.



COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

Underpaid



Does not reflect well enough



...



Unfortunately based on my current role within my organization, the pay does not reflect the range of my responsibilities on Guam and within the industry worldwide.



It reflects well enough



COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

It is not equivalent. I do more than what I am compensated for.



Great



Fair



Could be better



Somewhat



COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

Perfect



Pays well



Well



Not very well. Still a ways to go to fix not just mine but for the entire workforce and align it accordingly after a thorough job analysis.



It reflects it well.



COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

Compensation does not reflect the entire my responsibilities, but has no bearing on my efforts



Very well, however, the workload and pressure is high.



Ok



I feel we are at market value



Not consistently.



COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

Very well



Very well



I feel fairly compensated for my duties along with the other benefits that my company offers



I get paid as a clerk pay, but im working what managers are supposed to do.



Not balanced compared to other companies in the same industry



COMPENSATION: How well does your pay reflect your job responsibilities and level of effort?

Competitive salary, but always feel worth more



I think it is well reflected with opportunities for advancement



Well reflected



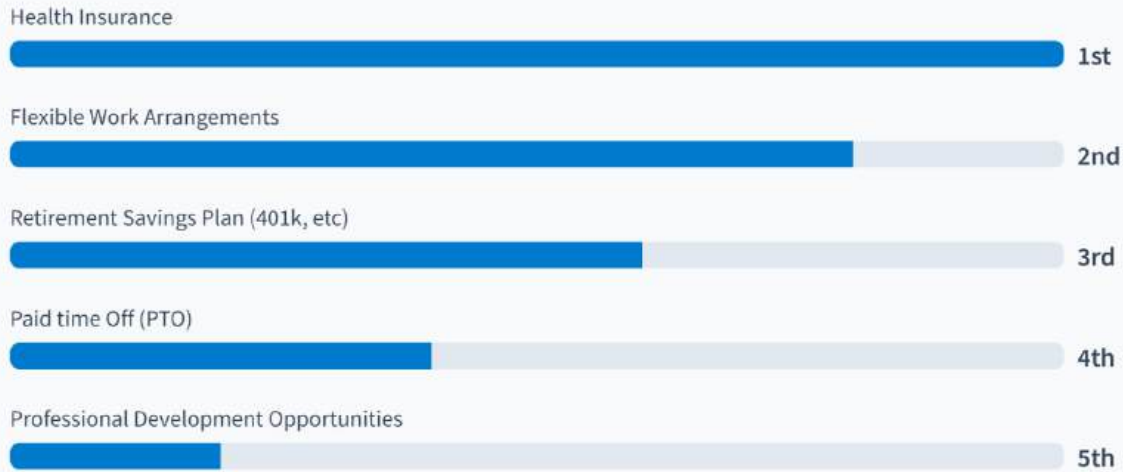
N/a



Very well



BENEFITS: What benefits are most important to your employees and you today? (Rank from Most Important to Least Important)



DEVELOPMENT: What does your company do to invest in employees' career growth?



WORK LIFE BALANCE: What does your company do to promote work life balance?

Cutting overtimes



Trust in me to manage my time to take care of personal matters during the day if needed



Requested time off.



Wellness days



Pto



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WORK LIFE BALANCE: What does your company do to promote work life balance?

Needs improvement



Weekend's off



We consider scheduling upon the employee request



Understanding and family oriented



We are quite good at this. We commit to learning what is important to the individual employee, as this may differ with each person. We make sure this is understood and becomes important to management to allow that person the time balance to maintain a happy work life and personal life.



WORK LIFE BALANCE: What does your company do to promote work life balance?

Allow to work from home and be involved with our children's school event.



Flexible Work Schedule



My company is supportive of work-life balance in many ways, such as offering flexible working hours and remote work options. However, there are times when workload demands can make it challenging to fully disconnect. While management encourages time off and taking breaks, I think there could be more proactive communication or structures in place to ensure that employees don't feel overwhelmed during peak periods



Always highlighting the importance of family and outside obligation



WORK LIFE BALANCE: What does your company do to promote work life balance?

Take time off



Generous amount of leave



Less stress for better productivity



Wellness PTO



Our company places a strong emphasis on life-work integration, offering flexible work-from-home options and being highly supportive of family or personal time. This approach allows us to manage our responsibilities effectively while also prioritizing well-being and personal commitments.



WORK LIFE BALANCE: What does your company do to promote work life balance?

Encourage us to take a rest and care about our health. ☆

Rotation of shift work and approved leave ☆

we strongly believe in work life balance and support our employees. ☆

Encourage use of vacation leave, limit overtime, encourage outside engagement. ☆

Flexible working schedules for appointments workout/health and fitness child care education ☆

WORK LIFE BALANCE: What does your company do to promote work life balance?

PTO, sick leave, wellness ☆

Flexible when it come to family, self care and PTO ☆

Our company may see sponsoring events as a way to give back to our staff to enjoy functions. ☆

Encourage employees to take vacation ☆

Changing traditional vacation & sick to one leave bank, Paid Time Off. Promote mental health days, health & fitness initiatives, and outside social engagement. ☆

WORK LIFE BALANCE: What does your company do to promote work life balance?

They tell you they value work life balance ☆

Encourages employees. ☆

Time off and honors every family request ☆

Cross training for certain divisions. ☆

My manager does allow flexible schedule ☆

Encourages employees to do better. \$ ☆

WORK LIFE BALANCE: What does your company do to promote work life balance?

Our company does really well to promote work life balance offering benefits like working from home and bringing our children to work ☆

At times it is nonexistent, as some management do not respect the time away from work for the employees. There are challenges that can be addressed if we had HR present. ☆

Wellness pto sick leave great managers ☆

Paid time off. ☆

Promote wellness days & leave ☆

WORK LIFE BALANCE: What does your company do to promote work life balance?

We have a wellness pto benefit. We are working towards flexible scheduling for our nursing staff



Having a wellness pto



Allows time to attend family events



We are flexible with schedules to accommodate child responsibilities and school schedules.



We have recently promoted wellness days for employees and encourage all to take when needed



WORK LIFE BALANCE: What does your company do to promote work life balance?

Changing our traditions vacation and sick leave to go be leave bank, Paid Time Off. Promote Mental Health Days, Wellness and Fitness.



Wellness PTO, sick leave, service time, CEU days



Values and mission alignment



Fitness




Flexible working hours to allow employees to take time personal time off to handle family matters. We also cap our annual PTO to ensure our employees are using it and taking time off to destress and relax annually.



WORK LIFE BALANCE: What does your company do to promote work life balance?

Encourage time management 

Nothing officially 

Work with employee schedules as well as give the opportunity to work remotely. 


Our division manager prioritizes this in the office and within our team. 

Flexibility 

Team building 


WORK LIFE BALANCE: What does your company do to promote work life balance?

Flexibility 

Provides paid time off 

Providing the paid leaves 

Allows for family flexibility to attend to family issues during the work day 

We have a newly instituted wellness PTO that can be taken without questions asked. We also have many morale boosting events that the staff truly enjoy 

WORK LIFE BALANCE: What does your company do to promote work life balance?

My company promotes wellness & ensuring that employees have a work life balance



Encourages us to use our PTO



PTO



Sometimes they are flexible with schedules



leave benefits, tuition reimbursement



COMPANY CULTURE: Please rank the importance of company culture compared to other key components of employment?

Culture



Pay



Benefits



Training/Development

