

Compensation & Benefits

COMPENSATION

The Cooperative conducts annual wage and salary surveys and is well positioned within the industry. We believe attracting and retaining top-quality employees is a worthy investment and results in the service our members deserve.

INSURANCE

The Cooperative offers Medical, Prescription, Dental, Life, and Long-Term Disability insurance programs. We also make contributions to health savings accounts.

RETIREMENT

The Cooperative offers exceptional retirement programs designed to retain loyal and productive employees for the remainder of their career and reward well beyond their retirement date.

PAID TIME OFF

The Cooperative provides generous Paid Time off programs, including 8 paid holidays, Annual/Vacation, Sick/Medical, and other forms of Administrative Leave.

Other benefits include: a robust training and development program, Christmas bonus, credit union, benevolence fund, wellness programs, uniforms (when applicable), tools and PPE, civic and community involvement, first-steps maternity program, life-strategy counseling service, access to 24/7 health coaching, on-site financial planning seminars, free access to financial advisors, will preparation services, and more.

Values

SAFETY

Employee and public safety are priority #1. Efforts include monthly employee safety trainings, safety committee, and public education.

COMMUNITY INVOLVEMENT

We live here too. Employees reside in the same communities they serve. The Cooperative participates in many youth programs, economic development efforts, and community service projects. We strive and preserve the interests and resources of our members.

PROFESSIONALISM

Expectations at the Cooperative are uncommon. We believe our professionals should have integrity, have a positive attitude, cooperate with all, be available and dependable, use sound judgment, communicate well, demonstrate creativity and skillfulness, perform high-quality and productive work. **All in the spirit of providing first-class service to our members.**