

Compensation Philosophy

As an employer, we believe it is in the best interest of our organization, and our employees, to fairly compensate our workforce for the value of the work provided. It is our intention to use a compensation system that will determine the current market value of a position based on the knowledge, skills, and behaviors required of a fully competent incumbent.

ECUA prides itself in recruiting, selecting, hiring, and retaining high-caliber talent, and will target base salaries at approximately market value (50th percentile).

The compensation process will use local, national, and industry specific survey data. The process will evaluate external and internal equity, and will be flexible enough to ensure the company is able to recruit and retain a highly qualified workforce, while providing the structure necessary to effectively manage the overall compensation program.

Thank You