

The goal of Metro Crisis Services, Inc., (MCS) is to provide a total rewards program that promotes and supports a highly effective and committed workforce within a positive and rewarding work environment. As a professional community resource operating in a behavioral healthcare environment, we recognize our employees, and their ability to successfully serve the community need, is our most important asset and our principal source of program and organizational effectiveness. To achieve our program and financial objectives, we must attract, retain, and support a qualified work force using available flexibility and resources. We reward employees who demonstrate capability and results, which support our organization's goals and objectives, within our ability to pay.

MCS strives to use available resources effectively. In addition to sound base pay programs that address current market trends and perceived fairness, MCS utilizes variable pay plans based on individual and organizational components. These plans vary from on job group to another. All plans reward employees who exceed core components of their position, and thereby contribute to the organization's ability to achieve and exceed its larger goals and objectives.

In addition to direct monetary compensation, MCS provides comprehensive and creative non-monetary programs. The goal of these non-monetary programs is to encourage a supportive work environment that considers the needs of its *individuals*, rather than its *employees*. The programs address employees' health and welfare, accommodation needs, recognition and developmental needs, and a work-life balance.