

Culture + workplace

At the City of Markham, we have created a culture that thrives within a cost-constrained environment, launching creative, cost-effective solutions that make a difference to the City and the community.

We pride ourselves in creating opportunities and supporting the communities we serve, which is why we give back. The City of Markham is committed to corporate social responsibility initiatives and encourages staff at all levels of the organization to offer their time and resources to improve the lives of others. Some of our corporate social responsibility initiatives include: Annual United Way Greater Toronto Campaign, Markham-Eabametoong First Nation Partnership, Heart and Stroke Big Bike, Toy Drives, Food Drives, and more. We believe that when others thrive, we thrive.

Time and again we see innovation in play across the organization, a result of the continued growth and diversity of City staff, embracing differing perspectives and approaches to achieve excellence through collaboration. That's not just unique. It's special.

Collegial by nature, our spirit lives through our staff, making us who we are. We encourage each of you to learn more about the programs that support who we are today, and who we will become tomorrow.

- Excellence Markham framework | R.I.S.E. |
- Diversity Inclusion tool | Diversity training
- | Classified site in Checkmark | Merchant discounts | Corporate social responsibility |
- Townhall meetings | Take your kids to work
- | Employee appreciation day | Teamwork day | Staff interpreters | Annual holiday party | Business casual Fridays | Markham Public Library card program | Markham Flato Theatre discounted tickets

This guide is intended to provide you with a general overview of your employee benefits through the City of Markham. The specific details of your benefits are contained in the actual plan contracts, and in case of any conflicting information, the plan contracts will prevail. From time to time, City of Markham may make changes to the plan contracts.



CONTINUE TO THRIVE

Ensuring that we are each enabled to take exceptional care of ourselves, and our family, is incredibly important. We encourage you to: **LEARN** about everything *Thrive@theCity* has to offer.

VISIT: Sun Life Financial, OMERS, Homewood Health or Checkmark for more information. Connect to all kinds of information and resources to learn more.

- **Sun Life Financial**
mysunlife.ca or call 1-800-361-6212
- **OMERS**
omers.com or call 416-369-2444
- **Homewood Health**
(Employee and Family Assistance Program)
homewoodhumansolutions.com or call 1-800-663-1142

TALK: Speak to your Human Resources Consultant. Sometimes it's just easier to have a conversation. So, let's do that. Remember that your Manager is an excellent resource for you, too.

THINK about how you can take advantage of all the programs the City offers, enabling you to grow both personally and professionally.

DO. We know it's not always easy but getting started is just the beginning. Look to the future – your future – as you continue to thrive within City of Markham's diverse, inclusive community.



HOW WE THINK ABOUT THRIVE@THECITY

PAY + TIME
salary | pension | vacation | leave

HEALTH + WELLBEING
group benefits | insurance | employee + family assistance program | post-retirement benefits | health + safety training

LEARNING + GROWTH
professional | personal

CULTURE + WORKPLACE
diversity | perks | high performance teams

At the City of Markham, we are proud that meaningful careers and excellence in service are a reality. We don't just talk about a commitment to each other and our community, we live it! And that commitment is what inspires us as we create a better future for all.

One of the many ways we see that commitment come to life is through our benefits, programs and culture. *Thrive@theCity* reflects who we are today. It's a comprehensive program designed to support our evolution as an organization while providing our staff with valued benefits and opportunities.

Thrive@theCity includes everything we offer our people: it's your pay, your pension, your vacation time and other leaves. It also includes group health and insurance benefits, learning opportunities, training and safety programs, culture and workplace initiatives, and benefits that follow you into retirement.

For the City, our benefit plans and programs are the investment we make in each of you – financial and more. Quite simply, it's what we give in return for the outstanding contribution you make to our community every day.



Pay + time

These benefits provide us, and our families, with support and security today, and into the future.

- **Pay.** What we are paid in return for the work we perform, and our commitment to delivering service excellence.
- **Time.** It plays a big role in supporting our wellbeing and includes things like vacation, sick days and other leaves.
- **Pension.** It might feel a little odd, but our OMERS pension plan sits in this category, too. Think of it like this: our pension offers the security of knowing that we have a lifetime income to count on in retirement (note, now is always a good time to learn more!).

THE OMERS PENSION PLAN

The OMERS pension plan is a defined benefit pension plan. This means the pension plan is a lifelong benefit for us: we can confidently retire knowing that we will have a secure and regular retirement income for life, and that our loved ones will be cared for as well. The City of Markham matches the money that we set aside from our paycheques each month, and OMERS carefully invests these funds to meet the pension promise of a secure retirement. Visit www.omers.com today (and be sure to register to access the member's only area of the website) to learn more about what this pension plan can mean for us in retirement.

Base pay | Vacation days | Paid sick days
 | Paid personal time | Paid floater day |
 Paid bereavement leave |
 Pregnancy and Parental leave top-up |
 Paid non-statutory holidays |
 OMERS one-on-one consultation(s) |
 Retirement Seminars

Health + wellbeing



The work we do serves to improve the lives of those within our community. The City of Markham's health + wellbeing programs are designed to support all staff and their families in achieving optimal health and wellbeing. It's about enabling each of us to feel secure and protected as we live our best life, supporting us in a way that feels real.

The City of Markham's commitment to ensuring the health and safety of our staff is reflected through our comprehensive and accessible health and safety education and programs. Benefits are designed to offer staff and their families a true sense of security both now, and into the future. With a wide range of benefits offered, they are designed to be easy to use and to support us, and our families, on our wellbeing journey.

Sun Life Financial is the City's benefits provider. They provide easy to use tools and resources including electronic claims submission on-line and via their mobile app. With the my Sun Life Mobile app, you can submit claims, obtain coverage information and find a health-care provider anytime, on the go. Visit www.mysunlife.ca for more information.

Homewood Health is the City's Employee and Family Assistance Program (EFAP) provider. Whether you or your dependent need advice, counselling or just need a little help in areas such as mental health, grief counseling, financial or legal advice, wellness, family support etc. - they are there for you and your family 24/7/365. Visit homewoodhumansolutions.com for more information.

Extended health care | Dental | Emergency travel and out of country coverage | Basic and optional life insurance | Basic and optional accidental death and dismemberment insurance | Employee and family assistance program | Post retirement extended health care & dental | Free fitness membership | Fitness and wellness programs and resources | Health & safety training | Critical incident stress team | Lunch and learn | Discounted transit pass | SMART commute.

Learning + growth

In our high-performance workplace, it sometimes feels like there isn't enough time for everything that needs to be done. But opportunities to learn, meet new people and contribute to new projects aren't just important, they're essential. It's a personal and professional matter.

The impact of our contributions can be seen far beyond our boundaries – our influence is inspiring! So know that the City recognizes how important it is to ensure that we have what we need to continue to thrive. At the City of Markham, it isn't always about career advancement, it's about getting exposure to meaningful work and career enrichment experiences, where the results of all that we learn contribute to our overall success.

Think about the areas in which you would like to learn or expand your knowledge about a job relevant topic, meet staff from another department, or learn about new or different approaches to doing things on Checkmark. Then speak with your Manager, and create a development plan together. Collaborate, be thoughtful, and most important: stay true to your goals and aspirations. We're here to support you as you rise. Go!



Tuition assistance | Professional membership
 | Lunch and learn | Corporate learning and development | eLearning | U of T lecture series |
 Toastmasters | Online resources |
 Manager development program |
 Career coaching and career development.

