**Urban Adamah Salary Policy**

**Factors that determine salaries at Urban Adamah**

**Organizational Situation:**

* Non-profit Status
* Organizational Size/Budget
* Organization Financial Health

**Market Salary**

* Level of Responsibility

**Individual Specifics**

* Experience/Training/Skills

**Raises at Urban Adamah**

* Employees in good standing can expect an annual raise of 1-3% to account for cost of living inflation.
* Raises may be lower or higher than 1-3% depending on the factors listed below. If the organization is having a financially challenging year, salaries may stay flat or be cut.
* Raises could be higher than 1-3% depending on the factors below. Significant raises are in the range of 5-7%.
* Raises are only considered once a year. Factors that determine raises are:
  + Performance reviews and improvement in identified areas for growth
  + Comparable Market Salaries
  + Changes in job description/responsibility
  + Organizational financial health

**Non-Salary Financial Benefits for Full-Time Urban Adamah Employees**

* Fully Paid Health Insurance
* Paid Jewish Holidays (12 days)
* Tax-free retirement account (coming soon!)
* Shabbat Harvest