


# Investing in Staff

Benefits are a critical piece of compensation for the workforce. There are several reasons why you would want to invest in your staff as much as or even more than other areas of your business. If employees feel happier at work, they are more productive. Which then improves the outcomes for children and families. There are different benefits that can be offered, with varying price points.

- Provide Paid Time Off
- Offer Flexible Schedule
- Create a Bonus Plan
  - Sign On Bonus
  - Tenured Bonus
- Temporary Pay Increase
- Provide Benefits (medical, dental, vision)
  - Health Savings Account (HSA)
  - Health Reimbursement Account (HRA)
    - Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)
    - Excepted Benefit HRA (EBHRA)
    - Individual Coverage HRA (ICHRA)
  - Flexible Spending Account (FSA)
- Retirement Benefits
  - 401(k) or 403(b)
  - Individual Retirement Account (IRA)
    - Traditional
    - Roth
    - SEP
  - Cash Value Life Insurance Plan
- Tuition Assistance or Student Loan Repayment Assistance
- Child Care Assistance or Discount
- Create a Relaxation Area (time away from children)
- Employee Recognition
  - Team Lunch
  - Company Apparel
  - Staff Shout Out's
  - VIP Parking Spot
  - Team Birthdays and Anniversary Celebrations
- Food and Beverage Perks
  - Provide Coffee
  - Snack Cabinet
  - Water, Pop, Juice
- Paid Volunteer Time
- Wellness Programs
  - Health club/gym membership
  - Employee Assistance Program (EAP)
  - Stress Reduction Programs

For additional questions and support, contact SPARK Learning Lab:

 [help@indianaspark.com](mailto:help@indianaspark.com)

 1-800-299-1627

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