

At OSF, being a Mission Partner is about much more than pay and benefits. When you answer the calling to join our Mission and “serve with the greatest care and love”, OSF demonstrates that same care and love to you.

Base Pay – OSF uses a standard process to determine **fair and competitive** base pay rates

- Merit Increases provided annually to recognize service to OSF
- Market Adjustments provided regularly to stay competitive with the external market

Other Pay – OSF provides **additional Special Pays** to compensate for various situations

- Overtime Pay at 1.5 times base rate
- Shift differentials for evening and night shifts
- Weekend differentials and/or weekend incentives
- Holiday pay at 1.5 times base rate
- Incentive pay for additional shifts
- Call pay and Called In Pay

Team Award

- Up to \$750 annually
- Rewards overall OSF performance on Key Results

Benefits

- Comprehensive benefits package including medical, dental, vision, and life insurance, retirement savings, paid-time off, and much more

*In many cases, the total package is worth almost **double** your base pay!*

Base Pay	+ Other Pay*	+ Benefits*	= Total Compensation
\$19.50/hour (\$40,560/year)	\$ 1.60/hour (\$3,500/year)	\$30,000	\$74,060
\$34/hour (\$70,720/year)	\$ 4.00/hour (\$8,500/year)	\$30,000	\$109,220

*Other Pay and Benefits dollar amounts are based on some averages and assumptions. Each individual Mission Partner’s pay is according to their specific situation and the OSF pay and benefit policies.