

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 – provides **competitive wages** that recognize the personal worth and dignity of our Mission Partners

- Higher minimum wage than state and federal minimum wages
- Merit Increases provided annually to recognize service to OSF
- Market Adjustments provided regularly to stay competitive with the external market

As part of the total compensation package, OSF also offers:

Other Pay – additional **Special Pays** that are on top of the base pay rate

- 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
- Call pay and Called In Pay

Team Award

- Incentive plans for staff and leadership if OSF reaches targets

Benefits

- Comprehensive benefits package including medical, dental, vision, and life insurance, paid-time off, and much more
- Generous 401(k) retirement savings plan with up to 5% employer match plus discretionary contributions

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

Base Pay	+ Benefits*	= Total Compensation
\$20.00/hour (\$41,600/year)	\$30,000	\$71,600
\$40.00/hour (\$83,200/year)	\$30,000	\$113,200

*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.