



Community Design Center

Pay Practices Policy

Our objective is to pay fair and reasonable wages to all employees in accordance with their job knowledge, quality and quantity of work performed, dependability, cooperation and job responsibility. Environmental Works will use the Poverty in America: Living Wage Calculator as the basic tool for determining the minimum living wage it needs to pay our employees and we will advocate the benefits and payment of a living wage to other organizations.

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Individual pay is determined by several factors, such as job responsibilities, performance, and market rate for jobs requiring similar experience, training and skills. Other factors that may be considered include cost of living and conditions in the economy.