



Paying all team members a living wage has been the goal since the co-op first opened its doors in 2011. Many co-ops fail, financially, within the first five years of existence. Friendly City Food Co-op is entering its 8th year, and there are many reasons for its success– including a strict adherence to the Executive Limitation policies which state as part of its Financial Conditions that the “GM shall not cause or allow fiscal jeopardy.” The Board monitors the GM on compliance with these policies, including Treatment of Staff and Compensation.

Our team members are the face of the co-op and embody the “friendly” in our name every day. They are enthusiastic, fun, positive, self-motivated and hard workers. We are happy to offer them a living wage, as well as the following benefits.

BENEFITS ALL EMPLOYEES RECEIVE:

- 15% discount on all purchases
- Paid breaks
- Wellness benefit (\$100/FT, \$50/PT – per year for wellness related expenses)
- Holiday pay (closed Easter, Thanksgiving Day, Christmas and New Year’s Day)
- Birthday dinner benefit (\$30 for dinner within 30 days of your birthday)
- Profit sharing (in years when co-op is profitable)
- Free coffee/tea while on the clock
- Park View Federal Credit Union membership eligibility (optional)
- AFLAC eligibility (optional – team member expense)
- Cross training in other departments

FULL-TIME EMPLOYEES ALSO RECEIVE:

- Paid Time off – based on number of years worked
- Health insurance eligibility (Co-op covers 70% of premium) *

** not required by Affordable Care Act, we just believe it’s the right thing to do.*