

### **Medical, Dental, Vision, Alternative Care Insurance**

- City covers 100% of employees premiums.
- City covers 88% of employees family (spouse, child, children) premiums
- Two options available: Kaiser and Regence for Medical and Alternative Care; Kaiser and Delta for Dental care. Mix and match available.

### **Other Benefits**

- AD&D
- Basic Life Insurance (\$10,000)
- LTD

### **PERS**

- City covers 100% of PERS, including the 6% employee portion.
- City does not pay the additional optional IAP or units.

### **Voluntary Benefits**

- Deferred compensation (no employer match) 457(b) and some after tax Roth options
  - VOYA
  - MissionSquare
  - Nationwide
- FSA
- STD
- Accident Protection
- Critical Illness Protection
- Dependent Life Insurance
- Hospital Indemnity
- Identity Protection
- Employee Life Insurance
- Spouse Life Insurance
- Trauma Protection

### **Fringe**

- **Tuition reimbursement**
  - Requires one year of employment.
  - Courses related to job duties.
  - B or higher grade achieved
  - \$2,500/year, maximum of \$5,000 for tenure of employee.
- **EAP** – Canopywell and other wellness benefits through employer provided insurance
- **Clothing Allowance**
  - \$100/Year

### **Leave Banks**

- **Sick Leave**
  - 8 hours/month
- **Vacation Leave**
  - 8 – 16.67 hours/month depending on longevity or negotiation

- Vacation Buy-Back – up to 40 hours per year
- **Holidays**
  - 12 paid holidays
  - 1 employee personal day
- **Floater Days**
  - As negotiated
- **Bereavement**
  - 3 paid bereavement days

#### **Longevity Pay**

- 10-14 years of service - \$50/month
- 15-19 years of service - \$100/month
- 20+ years of service - \$150/month

#### **Standard Benefits**

- **Workers Comp**
- **OFLA**
- **EEO Workplace**
- **All standard accomodation/protection policies**
- **Work travel, conferences, meals, overnight stays for conferences etc. reimbursed**
- **Safety Program**
- **Cell phone and laptop provided to allow remote work as-needed and ability to respond 24/7/365**
- **Remote work for certain positions – as negotiated and appropriate**