

SUMMARY OF EMPLOYEE BENEFITS



RETIREMENT: Full-time employees are automatically enrolled in the City of Edmond's retirement plan. Employee's required contribution is 6% of their earnings. Retirement is based on 7 years of vested service and age eligibility. Police and Fire participate in the State pension plan.

OPTIONAL Retirement investing in a 457B plan is also available through payroll deductions.

EMPLOYEE HEALTH PLAN: We offer comprehensive health benefits for Medical, Dental, Vision and Prescription Drug. Premiums are based on your elected plan. 75% to 100% of the cost of premiums are paid by the City. Eligibility for coverage on the health plan is on the 1st day of the month after 30 continuous days of employment. Participation in the City's Health Plan is required.

Life/AD&D/LTD Insurance is provided by the city.

OUR EMPLOYEE HEALTH CLINIC provides primary care services to include lab draws, personal health assessments, and Rx AT NO COST to employees and their covered dependents.



PAID TIME OFF: VACATION, SICK LEAVE AND HOLIDAYS

Vacation leave is accrued from your 1st day of employment with eligibility to utilize after 6 months. Vacation accrual rate increases with your longevity, maximum balance of 300 hours.

Sick leave starts accruing after 6 months of employment at a rate of 8 hours per month with no maximum balance.

The City recognizes 11 paid holidays throughout the calendar year.

EMPLOYEE WELLNESS PROGRAM: Stay active and earn rewards! Walk/Run/Bike your way to improved health along with the perks of earning gift cards, merchandise, and additional time off.

EMPLOYEE ASSISTANCE PROGRAM: Mental health is just as important as your physical health. In stressful times utilize the EAP program for counseling, financial or legal advice.



ADDITIONAL BENEFITS:

Uniforms, tools, and safety equipment is provided based on position.

Annual Longevity Bonus is rewarded after your 4th year of employment, \$100 per year of service, up to a maximum of \$2,000.

Bi-Weekly Payroll

Tuition Reimbursement

Career & Professional Development

Safety Program Incentives

Visit www.edmondok.com for detailed information on our benefits.

This is intended to provide a brief summary of the benefits available to City of Edmond employees. These benefits are subject to change. This is for information only and is not intended as an employment contract.