



Compensation and Benefits Package 2025

CHAUFFEURS, TEAMSTERS AND HELPERS, LOCAL 58

WAGES/SALARY and PAY INCREASES

Cost of Living Increase on January 1, 2025: 5%

Step Increase: 3.5% on anniversary of date of hire or promotion.

ADDITIONAL INCENTIVE AND PREMIUM PAYS

Education Pay: \$100 per month for an associate degree, \$150 per month for a bachelor degree.

Uniform Options Provided for Public Works Employees + \$340 annual boot allowance for eligible individuals.

Longevity Pay: 2% at 10 years, additional 2% (4% total) at 15 years, additional 1% (5% total) at 20 years.

WORK SCHEDULES AND OVERTIME

Flexible Work Schedules and work at home options may be available depending on job duties.

Overtime: Compensated at the rate of time and one-half for hours worked outside of a regularly scheduled work week.

Pager Pay: Weekday \$50/Weekend \$110. On call rotation for Water/Utility, Stormwater and Operations and Maintenance division.

Compensatory Time: Option to receive compensatory time for overtime hours worked up to 60 hours.

PAID TIME OFF

Vacation:

Year 1 = 80 Hours

Year 2 = 96 Hours

Thereafter = 8 additional hours accrued each year

Max accrual = 240 Hours on your anniversary date of hire

Sick Leave:

Accrue at the rate of 8 hours per month to a maximum of 1,200 hours.

On retirement only, employees will be compensated for unused sick leave at the rate of one (1) hour of pay for each two (2) hours accumulated, payout not to exceed four hundred (400) hours.

Bereavement:

Paid bereavement leave up to 40 hours.

Holidays:

11 identified holidays + three floating holidays.

Paid Family and Medical Leave: State provided benefit.

RETIREMENT

Washington Public Employees Retirement System (PERS)
Western Conference of Teamsters Pension Trust Fund
Optional deferred compensation plan is offered through the State.

HEALTH INSURANCE

Medical, Dental & Vision Coverage:

The City offers two comprehensive medical plans which include Regence Blue Cross and Kaiser. Dental plan options are Regence Blue Cross, Kaiser, and Willamette Dental. The employee contribution is \$170.48/month.

Employee Assistance Program (EAP):

The Employee Assistance Program offers confidential advice, support, and practical solutions to real-life issues. The work-life services include: confidential counseling, 24-hour crisis help, life coaching, peer support groups, financial help, legal services, online legal forms, child & parenting services, adult & eldercare services, and webinars and training.

PROFESSIONAL DEVELOPMENT

The City offers training and education opportunities including travel expenses and payment for membership in professional organizations.

The City offers a tuition reimbursement program for eligible colleges/universities.

WELLNESS PROGRAM

The City provides a robust incentive Wellness Program to encourage all employees to pursue a healthy lifestyle. It is designed to promote: a healthy diet, consistent exercise, financial wellness, mental wellbeing, community wellness and regular health screenings.

ADDITIONAL BENEFITS

The City offers the following additional benefits:

- Group Life Accidental Death and Dismemberment Insurance in an amount equal to two-times an employee's base salary.
- Long Term Disability Insurance
- Optional Self-paid voluntary benefits include:
 - Deferred Compensation ROTH and PRETAX options
 - FSA Medical and FSA Dependent Care
 - Voluntary Term Life Insurance
 - AFLAC