

Exempt Employee Benefits Overview
Full-Time Employees

Probation: Regular probation is six months for all new employees unless otherwise stated.

Compensation: Pay day is the last working day of the month. You may arrange for a draw of up to one-third of your gross monthly salary, payable on the 15th of each month. You may arrange for direct deposit at any of the local banks.

Medical, Dental and Vision Insurance: Beginning the first day of the month following employment, the City will pay 100% of the premium for the employee's medical, dental and vision insurance and 85% of the premiums for dependents. Insurance premiums for part-time employees are pro-rated based on a 40 hour work week.

Medical insurance is provided through Providence; dental insurance is provided through Advantage Dental; and vision is provided through Superior Vision.

You may pay for insurance premiums through a flexible spending account (Section 125) through BCI Group to pay pre-tax and may also use this program for pre-tax medical and/or child care expense reimbursement.

Group Life and Accident Insurance; Long Term Disability Insurance: UNUM Provident provides a \$10,000 Life and Accident Insurance policy for each employee at no cost to the employee. The City also pays for Long Term Disability through UNUM.

Supplemental life insurance may be purchased through UNUM at the employee's expense.

Retirement: City of The Dalles retirement plan is through Nationwide Insurance. The City contributes 7.5% and an additional 6% on the behalf of the employee, for a total of 13.5% of your regular or base salary, after one year of continuous service with the City.

Deferred Compensation: Employees may elect to establish a separate deferred compensation account through Symetra, by contacting Agent Revell Coy at 541-296-1144 or through Northwestern Mutual Life, by contacting Agent Mary Kirchoffer at 541-296-1966.

Sick Leave: Full time employees are credited with eight hours of sick leave each month.

Vacation: Full time employees receive eight hours of vacation accumulation per month. Vacation for exempt employees may not be used until the employee performs six months of continuous service.

“E” Days: Those exempt employees who are not subject to overtime are awarded “E Days”, the number of days awarded is based on the position. E days are awarded at the beginning of each fiscal year and will be forfeited if not used by the end of the fiscal year (June 30).

Holidays: Holidays observed by the City of The Dalles are: New Year’s Day, President’s Day, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving, the day after Thanksgiving, Christmas, and two personal holidays. Each holiday has a value of eight hours worked. For information regarding working on a holiday, please see the Exempt Employee Handbook.

VEBA Program: Exempt employees may be eligible to participate in the City’s Voluntary Employee Beneficiary Association (VEBA) Program for the sick leave incentive program, and make contributions of earned compensatory time or “E” days. The policy is included in the Exempt Employee Handbook.