



City of Omak

WASHINGTON STATE

heart of the okanogan

Public Works Crewmember Wages/Benefit Package

The City of Omak offers a medical, dental, vision, EAP, retirement, life insurance, AD&D, VEBA account, accrued sick leave and vacation package. The PW Union contract stipulates that the City of Omak will pay 100% of the employee medical premiums and 70% of dependents medical premiums. Detailed below are the employer benefits and the employee deductions. The second page details the salary and leave accruals for this position.

Employer Benefits

9.53%	Retirement – Department of Retirement Systems – PERS
100%	Medical – Asuris Northwest Health
100%	Dental – Delta Dental - Plan C
100%	Vision - VSP Full Family \$25 deductible, Second Pair Rider
100%	EAP – Employee Assistance Program
100%	Basic Life Insurance Coverage - \$10,000

Employee Deductions

6.36%	Retirement – Department of Retirement Systems – PERS
70%	Medical – Spouse/2+ Dependents (Includes EAP)
70%	Dental – Spouse/2+ Dependents
\$0	Full Family Vision Covered by the City of Omak
\$.26	AD&D Coverage \$10,000
WSCCCE – Public Works Union Dues - \$20.63 minimum to \$63.95 maximum	

Optional Employee Deductions

Supplemental Life Insurance
Deferred Compensation – Department of Retirement Systems
Nationwide
AFLAC
Life Flight Network

Vacation/Leave Accruals

The City of Omak also has a generous leave accrual policy. The first day of work you will begin earning 8 hours of sick leave a month and will be eligible to use it after thirty days of service. Your vacation will accrue at 6.67 hours a month for the first year of employment and cannot be taken until you have completed six months of employment. The city offers paid holidays, one (1) floating holiday ten (11) holidays.

Pay Schedule

The initial salary offered during the initial six-month probationary period will be \$23.50 per hour. This amount will be increased to \$24.85 per hour at the beginning of your seventh month assuming successful completion of the probationary period.

FULL TIME EMPLOYEES	COMPENSATION PER HOUR
Grade 5 - 0 to 6 mos. employment	\$24.96
Grade 4 - 6 to 18 mos. employment	\$26.40
Grade 3 - 18 to 42 mos. employment	\$29.23
Grade 2 - After 42 mos. employment	\$31.40
Grade 1 - Supervisor recommendation	\$33.61

Longevity Schedule

This position is also eligible for longevity pay. Each employee will be given additional compensation based on the below schedule:

At 5 years employment	-	\$ 50/month
At 10 years employment	-	\$ 100/month
At 15 years employment	-	\$ 150/month
At 20 years employment	-	\$ 200/month