

WHO WE ARE

WE SEEK TO MAKE A DIFFERENCE IN CITY OF CLEVELAND NEIGHBORHOODS.

Our goal is to cultivate a reflective workforce, promote inclusivity, and ensure equity across our organization that inspires confidence by delivering reliable, efficient city services and creating the conditions for all members of our community to thrive.

WHAT WE OFFER



OUR WORKFORCE

The City of Cleveland is committed to creating a positive and empowering workplace culture that embraces diversity and promotes inclusivity and collaboration. We are actively working to cultivate a thriving workforce that is not just capable but inspired to exceed expectations and is motivated by a shared sense of purpose to make a meaningful change in the lives of Clevelanders.

OUR EMPLOYEES

Working for the City gives you the opportunity to explore a variety of career paths while earning a competitive wage and receiving excellent benefits, work/life integration, and access to resources to enhance your professional development and marketability.

We can offer you employment that combines what you love to do, what you are good at, what the community needs, and what you can be paid for.

If you are looking for an employer that can offer you:

- Meaningful/purposeful work
- Job security
- Access to world-class health and wellness benefits
- Financial stability
- Work/life integration
- Advancement and professional development

The City of Cleveland has something for you!

We want to learn more about you.

TAKE CARE OF YOUR FUTURE!

▶ Service to the Community. Purpose-Driven Work.

- We've made our city thrive - **safe, green, and vibrant!** Our collective efforts impact the greater good.
- Purposeful work that is **difficult to duplicate** in the corporate world.
- Taking on the responsibility of a public servant in your **service to the community.**

▶ Unsurpassed Benefits.

- Work that **inspires confidence** by delivering reliable, visible services every day.
- We **value our employees** beyond their work roles through Benefits and Rewards.
- Our flexible Benefits & Rewards cater to **individual and family needs.**
- Our Total Rewards package supports a **diverse workforce.**
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- Career **advancement** paths and **training opportunities** enhance daily work.

▶ Propelling Careers. Strengthening Lives.

- Average tenure: **13.1 years**, with many between 15 and 25 years.
- Internal **career growth** across 30+ departments.
- Longevity **bonuses start at 5 years**, ranging from \$300 to \$800 annually.
- Credit for **prior public sector work.**
- Student Loan debt relief through the **Public Service Loan Forgiveness Program (PLFP).***

DISCLAIMER: The Total Rewards information is solely intended as a summary of the benefits available and is subject to change. Not all benefits listed are available for every position. Benefits can vary depending on applicable labor agreements and/or salary plan. For specific questions, contact the HR Contact indicated on the Job Posting.

*studentaid.gov/manage-loans/forgiveness-cancellation/public-service



Health & Wellness

**Plans offer premiums 45% below the national average for single and 34% below the average for family.*

- Top-notch *medical benefits** through your choice of three PPO insurance plans:
 - Medical Mutual of Ohio
 - Anthem Blue Cross & Blue Shield
 - MetroHealth CLE-Care (*exclusive provider*)
- Prescription Drug Benefit** through CVS Caremark – PBM, with personal pick-up at your local pharmacy or mail order options available.
- Vision Insurance** is offered through EyeMed plan or AFSCME Eye Care (*for Local 100 members only*) Single or Family plans available.
- Wellness Works Program** – newsletters, education seminars, health fairs, and special wellness events.

Participation in biometric screenings and HRA qualifies employees for a **4% discount** on healthcare premiums.
- Three coverage options:** Single, Employee + 1, and Family
- Dental plans.** Choice of two dental plans provided by Delta Dental: PPO or EPO (fee-based). Single or Family plans available.
- Life Insurance Coverage** – regular full-time employees are eligible for \$25,000 in group life insurance coverage at no cost to them.



Salary & Retirement Portfolio

- Pension Plan** through OPERS, the nation's Premier Public Pension System.
 - City of Cleveland Contributes **14%** of reportable payroll to OPERS; more than the combined contribution from other private sector employers.
 - Ohio Police & Fire Pension Fund, applicable to our safety forces, the City of Cleveland contributes **19%** of reportable payroll; more than the combined contribution from other of first responder employers.
- Ohio Public Employees Deferred Compensation** – an additional retirement savings plan to your already strong Pension Plan

Deferred compensation can be variable and there is **NO** penalty for withdrawals prior to age 59 ½ after separating from the City.

 - Tax deferred and flexible, contributions can be changed at any time.
- Competitive salaries**
- Public Service Loan Forgiveness program** (studentaid.gov/manage-loans/forgiveness-cancellation/public-service)
- Overtime and/or comp time for certain roles**



Work/Life Integration

Promoting harmony between work and personal life for enhanced satisfaction.

- Paid sick leave
- Paid parental leave
- 12 paid holidays
- Longevity rewards
- Flexible spending accounts
- Leave of absence programs
- Comp time
- FMLA
- ADA Accommodations
- Paid Vacation Leave
(after 30 days of continuous service)



Lifestyle Rewards

Benefits that demonstrate we value our employees beyond their work roles.

- Pet insurance
- Free or discounted parking
- Corporate Partner discount program
- Financial wellness program
(Enrich)
- Lactation rooms
- Concierge services
- Legal service
- Life coaching
- Medical advocacy
- Suite of Voluntary Benefits including:
 - Critical Illness Insurance
 - Accident Insurance
 - Disability Income Insurance
 - Universal Life Insurance
 - Spouse and/or Child Life Insurance



Growth & Development

- eLearning platform with access to 13,000+ modules that makes learning accessible to all employees.
- Encourage a continuous learning culture to build pathways for promotional or lateral opportunities.
- Mentoring programs
- Professional development programs that address upskilling, reskilling to help employees keep pace with evolving work demands.
- Paid professional memberships & job-specific CEU training
- Training programs



Culture & Career Success

We share a deep commitment to creating a value-driven culture that aligns with employees' personal values through purpose-driven work & continuous professional development.

- Internal mobility
- Commitment to DEI
- Employee recognition events
- Volunteer projects
- Longevity bonuses
- Service awards
- Generous prior service credits
- Safe workplace & Safety Audits
- Required Compliance Training and Annual Refresher Courses

CLE Total Rewards vs. Average Private Sector Employer.

Based on a civilian \$50k salary.






NOTE:

The sample comparison is used for illustration purposes only. It represents a summary of the benefits available and is subject to change. Not all benefits listed are available for every position. Benefits can vary depending on applicable labor agreements and/or salary plan.



CITY OF CLEVELAND

AVERAGE PRIVATE SECTOR EMPLOYER

	Family Coverage Medical, Vision, Prescription	COST PER MONTH \$256.54	\$	SAVE \$321.18 PER MONTH	Cost per Month \$577.72*	Family Coverage Medical Only	
	Dental Family Coverage	COST PER MONTH \$10.22	\$	SAVE \$75.11 PER MONTH	Cost per Month \$85.33**	Dental Family Coverage	
	Paid Holidays	12 DAYS	\$	FOUR (4) ADDITIONAL DAYS	8 DAYS***	Paid Holidays	
	Vacation	10 DAYS AFTER 30 DAYS OF CONTINUOUS EMPLOYMENT	\$	SEVEN (7) ADDITIONAL DAYS	11 DAYS	Vacation	
	Paid Sick Time Unlimited; accrues monthly	15 DAYS 10 HRS/MONTH	\$		7 DAYS	Paid Sick Time	
	Ohio Public Employee Retirement (OPERS)	14% EMPLOYER CONTRIBUTION	\$	7.8% HIGHER EMPLOYER CONTRIBUTION	6.2% EMPLOYER CONTRIBUTION	Social Security	
	Ohio Deferred Compensation Plan	AVAILABLE TO ALL EMPLOYEES 457(b) PLAN	\$	SUPPLEMENTAL RETIREMENT OPTIONS	401(k) & 403(b) PLANS	Employer Sponsored Retirement Plans	

*KFF Employer Health Benefits Survey, 2022.

**2023 ERC Benefits Survey Health and Welfare Benefits

***Bureau of Labor Statistics

CLE Total Rewards

Total Rewards refers to the combination of benefits, compensation, and rewards that all City of Cleveland employees receive from their organizations. This includes wages, bonuses, recognition, workplace flexibility and career opportunities.

