

CLE Total Rewards:

Your Next Generation of Benefits **at a glance**



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*)

Three coverage options: Single, Employee + 1, and Family

- ✓ **Life Insurance Coverage.** Regular full-time employees are eligible for \$25,000 in group life insurance coverage at no cost to them.
- ✓ **Dental plans.** Choice of two dental plans provided by Delta Dental: PPO or EPO (*fee-based*). Single or Family plans available.
- ✓ **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.



Salary & Retirement Portfolio

- ✓ **Pension Plan** through OPERS, the nation's Premier Public Pension System.
 - City of Cleveland Contributes **14%**
 - Ohio Police & Fire Pension Fund, the City of Cleveland contributes **19%**
- ✓ **Public Service Loan Forgiveness program***
**<https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>*
- ✓ **Ohio Public Employees Deferred Compensation** – an additional retirement savings plan to your already strong Pension Plan.
- ✓ **Competitive salaries**, plus overtime and/or comp time for certain roles



Work/Life Integration

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



Lifestyle Rewards

- Pet insurance
- Lactation rooms
- Free or discounted parking
- Concierge services, Legal service, life coaching, medical advocacy
- Corporate Partner discount program
- Suite of Voluntary Benefits
- Financial wellness program



Growth & Development

- eLearning platform with access to 13,000+ modules
- Training and mentoring programs
- Encourage a continuous learning culture
- Paid professional memberships & job-specific CEU training
- Professional development programs



Culture & Career Success

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

