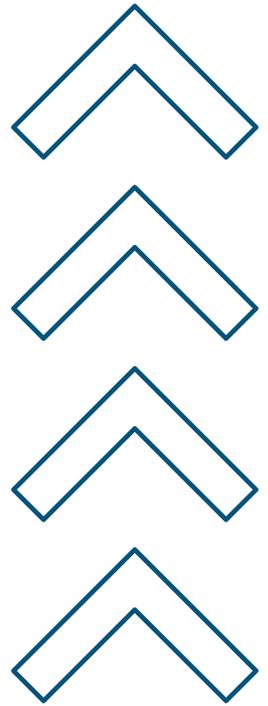




# CITY OF OKLAHOMA CITY **TOTAL REWARDS**

One City, One Team - Service First - Respect Always  
Own the Outcome - Keep Getting Better





# Pay & Retirement



## Competitive Pay & Retention Bonuses

We offer competitive starting pay, plus:

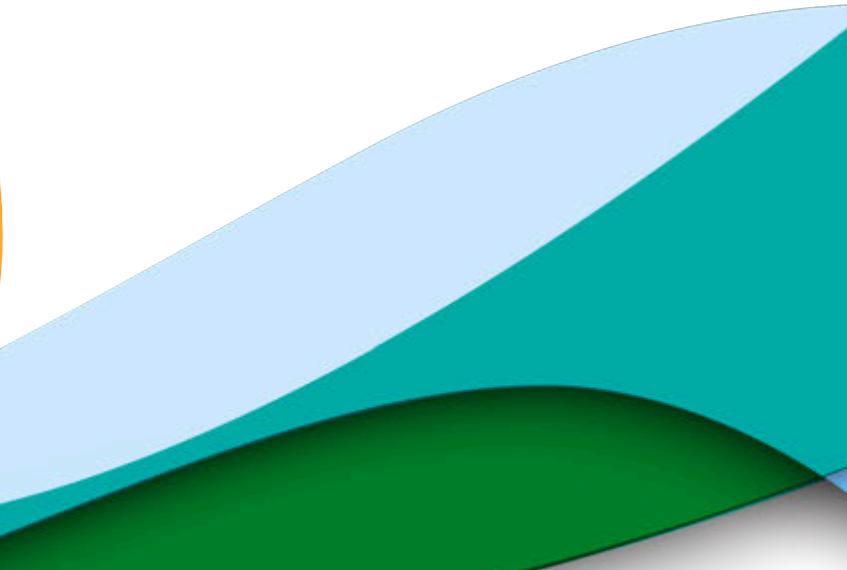
- Step-based annual retention bonuses until you reach the top of your pay range
- Regular cost-of-living adjustments to keep up with inflation



## Retirement Planning

We help you plan for a secure future with:

- A Defined Benefit Pension Plan:
  - Earn 2% credit per year of service
  - Eligible for full retirement after 25 years of service (any age), or at age 65 with 5 years
  - Early retirement available at age 55 with 5 years
- A 457 Deferred Compensation Plan through Voya Financial to supplement your pension





# Health & Wellness



## Medical Insurance

We offer affordable comprehensive health coverage through Blue Cross Blue Shield:

- EPO Plan: No deductibles and low copays for services and prescriptions
- PPO Plan: A low \$250 individual deductible, co-insurance, and out-of-network coverage



As part of our commitment to your well-being, the City covers at least 80% of your premiums, including those for your spouse and/or children.



## Dental Insurance

Choose between low and high options.

## Vision Insurance

Access a wide network of providers through VSP.

## Life Insurance

We offer no cost/cost life insurance:

- The City provides a \$20,000 base policy at no cost to you.
  - You can increase coverage up to 3x your salary, and add policies for your spouse (up to \$100,000) and children (up to \$10,000).
  - New hires can elect additional coverage without medical questions.
- 

# Health & Wellness

## OKC Care Employee Medical Clinic

Employees, covered dependents, and retirees enrolled in a City medical plan have access to **free** in-person or virtual care, labs, and medications.

## Wellness & Voluntary Benefits

- OKCLife, our wellness program and newsletter, keeps you informed and inspired.
- Additional coverage options include long-term disability, permanent life insurance, and supplemental policies for accidents, hospitalization, and cancer.





# Work-Life Integration



We support your life outside of work with generous benefits:

- **Vacation Leave:** 96 hours/year (40 hours credited the first day of employment)
  - **Sick Leave:** 130 hours/year (5 hours per pay period)
  - **Paid Parental Leave:** Up to six weeks of paid leave for *eligible* employees after one year of employment following the birth of an employee's child or the placement of a child with an employee in connection with adoption occurring on or after February 10, 2026.
  - **Holidays:** 11 paid holidays annually
  - **Bonus Leave:** 16 hours for using 24 hours or less of sick leave in a specified year and 32 hours on your 10th anniversary and every 10 years thereafter
  - **Other Leave:** Bereavement, military, jury duty, voting, FMLA, and more!
  - **Tuition Reimbursement:** Receive reimbursement up to \$1,250 per semester for eligible full-time employees.
  - **Flexible Spending Accounts:** Save pre-tax dollars for health and dependent care expenses through American Fidelity.
  - **Credit Union:** Access full-service banking through the Municipal Employees Credit Union.
- 

# Work-Life Integration

## Employee Assistance Program

You and household members can access, via the City's contract with Alliance Work Partners:

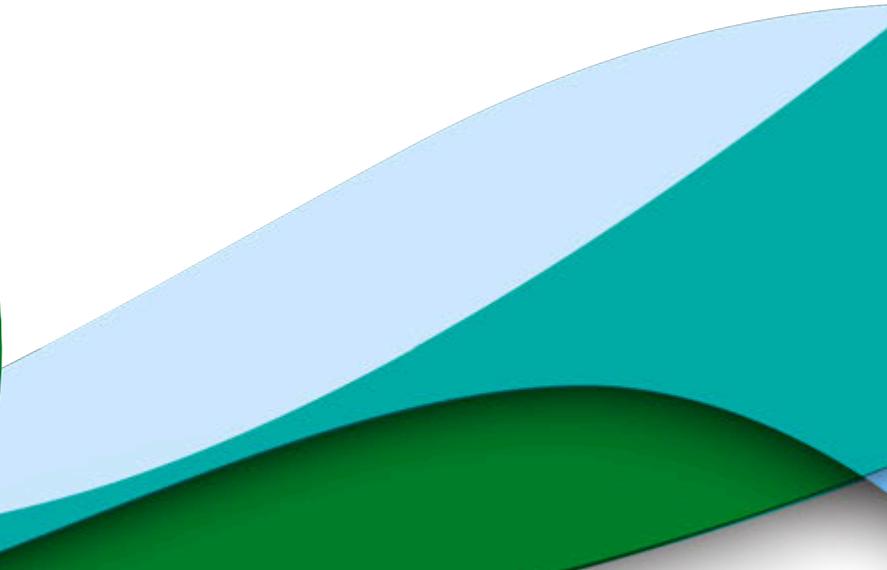
- *Counseling*: Short-term, solution-focused sessions (in-person, video, phone, or chat)
- *Legal & Financial Services*: Free 30-minute consultations and discounted attorney rates
- *Work-Life Resources*: Referrals for everyday needs
- *Safe Ride*: Reimbursement up to \$50 for emergency transportation

## Wellness Challenges

You can access monthly virtual wellness challenges for you and your family via HealthCode (Alliance Work Partners).

## Transportation Support

The City provides free parking for downtown campus employees or City bus passes.



# Growth & Development



We believe in growing our people. Whether you're just starting out or ready to lead, we offer tools and opportunities to help you thrive:



- Instructor-led training and eLearning (8,400+ courses, including certification prep)
- Leadership and competency-based development programs
- Mentoring Circle to support career growth
- Compliance and subject-specific training
- Career development goals integrated into performance reviews
- Internal mobility--with over 700 job roles, there's room to grow within the City!



## Our Culture

**Mission:** Deliver exceptional service to residents and visitors.

**Vision:** A vibrant, diverse, safe, and welcoming community.

**Core Values:** One City, One Team ~ Service First ~ Respect Always ~ Own the Outcome ~ Keep Getting Better

We're committed to continuous improvement. Our annual employee engagement survey gives you a voice in shaping our workplace—because we believe the best ideas come from our employees!



**405-297-2530**  
**[okc.gov/careers](http://okc.gov/careers)**