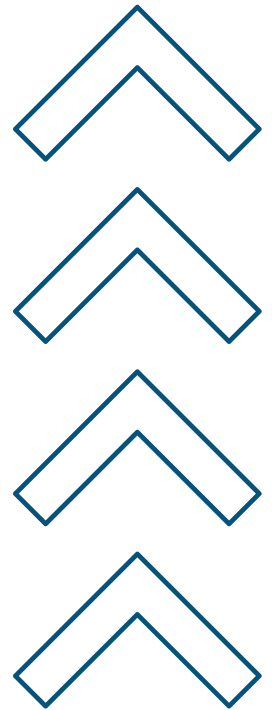




CITY OF OKLAHOMA CITY **TOTAL REWARDS**

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



Your Purpose. Our Promise.

At the City of Oklahoma City, our Total Rewards package is designed to honor your service, fuel your growth, and support every part of your life.

What if your next job offered more than just a paycheck—what if it offered purpose, stability, and an organization that empowers you to thrive—on the job and beyond?

At the City of Oklahoma City, it does. Every role here contributes to something bigger: building a safer, stronger, and more vibrant community. When you join our team, you're not just starting a job—you're stepping into a career with meaning, backed by a culture that puts people first.

We're proud to be recognized by **Forbes** as **#14** on the list of **America's Best Employers by State** (2026)—and even prouder of the people who make that possible. Our Total Rewards package reflects our deep investment in your health, growth, and future, with an average of \$22,000 per employee annually in benefits and retirement. Why? Because when you thrive, our city thrives.



Pay & Retirement

Competitive Pay & Retention Bonuses

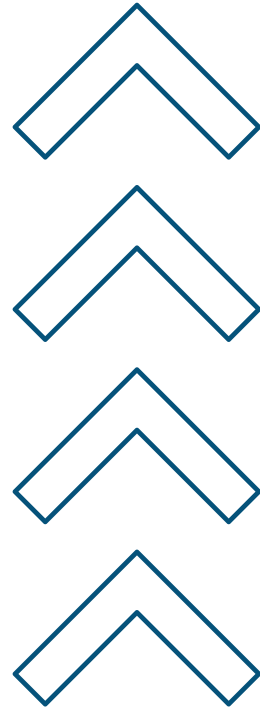
We offer competitive starting pay, plus:

- 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

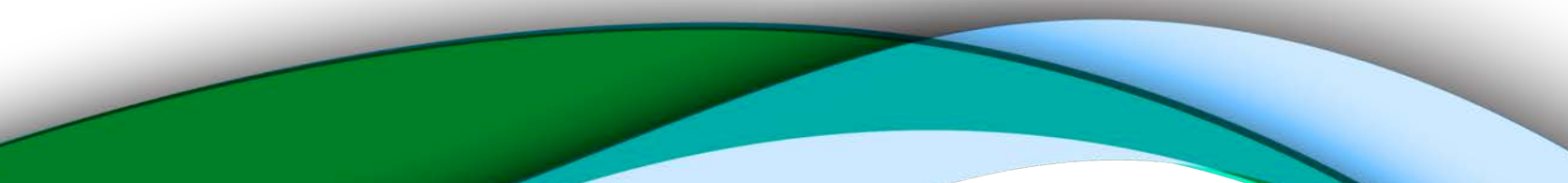
Choose between low and high options.

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.
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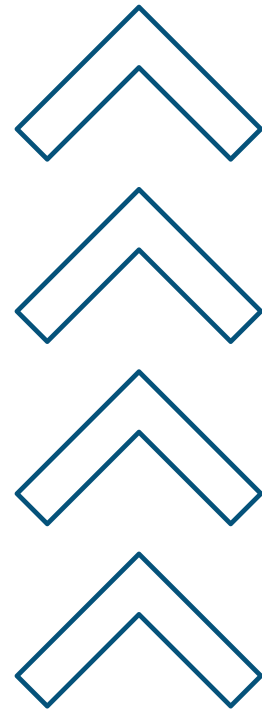
Health & Wellness

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.

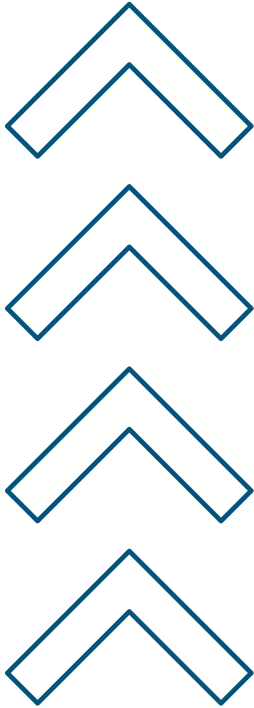
Wellness & Voluntary Benefits

- 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:

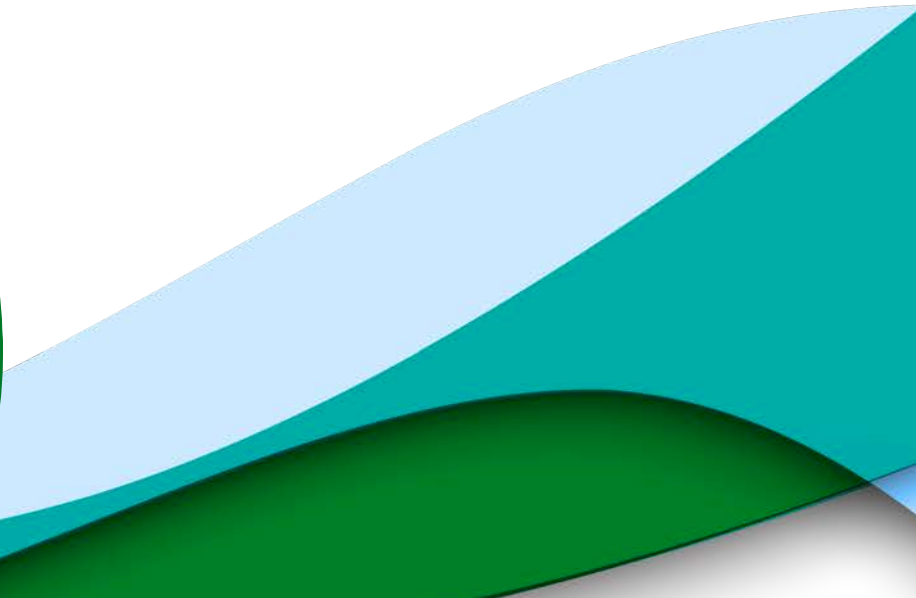
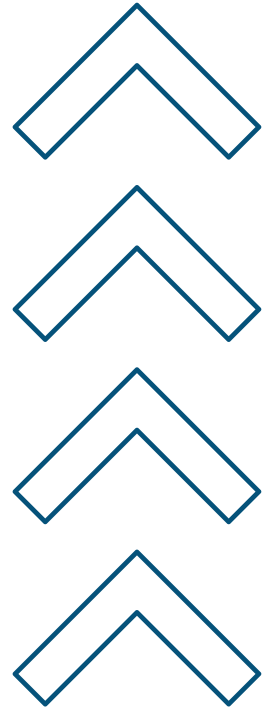
- *Counseling*: Short-term, solution-focused sessions (in-person, video, phone, or chat)
- *Legal & Financial Services*: Free 30-minute consultations and discounted attorney rates
- *Work-Life Resources*: Referrals for everyday needs
- *Safe Ride*: Reimbursement up to \$50 for emergency transportation

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