



## Employee Benefits

Willamette Humane Society (WHS) provides a comprehensive benefit package for regular full-time employees (35 or more hours per week) after the successful completion of a 90-day introductory period. Some benefits are also available to regular part-time employees (30 - 35 hours per week).

**This summary of benefits is subject to change and to final interpretation from the benefit contract and/or the WHS Employee Handbook.**

### Health and Dental Insurance

Health and dental insurance is available to eligible employees working at least 30 hours per week. WHS pays 100% of the monthly premium for the employee. Qualified dependents may be enrolled at the employee's expense. Supplemental insurance through AFLAC may be purchased at the employee's expense.

### Pay in Lieu of Medical and Dental Benefits

Employees enrolled in another health plan may receive a cash payment in lieu of health insurance.

### Flexible Spending Account (FSA)

An FSA allows employees to pay for certain health and/or dependent care expenses with pre-tax dollars.

### Paid Leave

Regular status full-time employees accrue paid **vacation**, **sick leave** and 8 **holidays** (part time employees' leave is pro-rated). Vacation accrual increases with longevity of service to WHS.

**Bereavement leave** is granted to eligible employees upon the death of an immediate family member.

### Retirement

A 401(k) program is available to all employees who meet eligibility requirements. Employer matching contributions are earned through a vesting schedule that increases with years of service.

### Credit Union

WHS employees are eligible to join MaPS (Marion and Polk Schools) Credit Union.

### Direct Deposit

All employees are offered, at no cost, the option of participating in direct deposit.

### Store Discounts

WHS operates three stores, at which employees are eligible for discounts and special orders.

### Adoptions and Microchips

Eligible employees may receive reduced fee adoptions and two free microchips for their pets at home.

### Miscellaneous

Other benefits offered to WHS employees include flex time scheduling, longevity bonuses, pay advances, a fully stocked staff lounge, participation in the Guardian Angel program, euthanasia with general or private cremation services, dog training class discounts, monetary bonuses for qualifying suggestions, employee of the month awards, and the ability to bring pets to work.