



## 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 the majority 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.

### **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. WHS will match contributions up to 50% of the first 6% of employee contributions.

### **Credit Union**

WHS employees are eligible to join Marion and Polk Schools (MaPS) and several other Credit Unions.

### **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 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.