

City of Clare
Employee Compensation and Benefit Plan
Heavy Equipment Operator
As of April 1, 2023

- **Wage information:**

- Starting wage \$17.36/hr.
- On 7/1/23 the hourly wage increases to \$17.88/hr.
- After 6 months of continuous employment, wage increases to \$19.71/hr.
- Wage increases to \$21.48/hr. after 12 months of continuous employment
- Annual and anniversary wage increases thereafter, per the Teamster's bargaining agreement

- **Benefits Package:**

- Comprehensive premium health care package including medical with \$100 individual/\$200 family in-network deductible and low co-pay, dental, vision, and prescription drug coverage
- 25% of insurance premium Opt-Out buy-out available for qualifying employees
- Defined Benefit Pension Plan with COLA (cost of living allowance)
- Employer-Paid Short-Term Disability Plan
- Cash death benefit
- Paid time off
- Twelve paid holidays
- Paid jury duty
- Paid funeral/bereavement leave
- Work boot allowance
- Clothing allowance
- Cell phone stipend
- Compensatory time
- Tax-deferred compensation (457 Plans)
- We partner with Aflac to provide Cafeteria style benefits. This includes life, disability, accident, and cancer insurance
- Payroll direct deposit
- Employee Assistance Plan