



Summary of CVCA Benefits provided to Full Time staff

General Manager/Secretary Treasurer

The General Manager/Secretary Treasurer works at the Administration office of the Crowe Valley Conservation Authority Monday to Friday for 35 hours/week and participates in a duty forecast and on call schedule that may occasionally include some weekend work.

Health Care Benefits:

Health Care benefits are offered to all Full Time permanent employees of Crowe Valley Conservation Authority after a 3-month probation period has been completed.

Health Care Benefits Include:

- Dental Care – 80% coverage
- Orthodontic Care
- Medical Care – prescriptions and other medical options (physio, massage) at 80%
- Long Term Disability
- In house Short Term Disability plan
- Life insurance for employees
- Health Care Spending Accounts - \$400/yr
- Employee Assistance Program
- Optional Life
- Optometry
- Mental Health Benefits

Ontario Municipal Employees Retirement System (OMERS)

All full time permanent employees of CVCA participate in the OMERS pension plan. OMERS is a defined benefit pension plan, which means you could receive a secure and stable income in retirement — for as long as you live. More information attached.

- Shared Contributions (50% Employee & 50% Employer)
 - Survivor Benefits
 - Early Retirement Options
 - Opportunities to increase pension
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Vacation & Sick Entitlements

- 3 weeks' vacation for new employees
 - Vacation entitlements are received after a 6-month probation period is complete
- Vacation entitlements increase over time served at CVCA
- Sick pay includes 10 paid sick days once probation period is complete

Uniform Allowance

- Each full time permanent employee is able to use \$250 on uniform allowance (approved by the General Manager/Secretary Treasurer)

Professional Development Opportunities

- Professional Development Opportunities are provided to CVCA staff within the constraints of the annual budget
 - Opportunities are generally approved by the General Manager/Secretary Treasurer
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