

## **Employment with the City of New Orleans brings many great benefits.**



### **Want work-life balance?**

- 15 paid holidays in 2024.
- 13 paid vacation days per year including during your first year of employment. Additional bonus vacation days the longer you are employed.
- 13 paid sick days per year including during your first year of employment. Additional bonus sick days the longer you are employed.
- Use or lose your days, off? Not here! You can roll an unlimited number of unused sick days and up to 45 unused vacation days to the next year.
- We pay you for unused vacation and sick days when you leave City government.
- Depending on your job, your department may also offer remote work, flexible schedules, and/or shift work.

### **Thinking of starting a family or adding to your family?**

- We offer 12 weeks of paid time off for bonding with a newborn, adopted, or fostered child. This is in addition to your sick and vacation leave. Full-time employees with one year of service qualify for this program.

### **Need insurance for you and/or your family?**

- We offer healthcare plans as low as \$60.31 biweekly for individual employees. Our plan covers medical, prescription drugs, dental, and vision. Hate going to the doctor's office? It also includes access to telemedicine. Plan members can also opt to cover their children, spouses and same or opposite sex registered domestic partners.
- We also offer a Flexible Spending Account that can reduce taxes for employees by allowing for pre-tax contributions for healthcare, childcare, and commuter costs.
- A completely free \$25,000 life insurance policy is also available for all full-time employees.

### **Have student loan debt?**

- The City of New Orleans is a qualified employer under the federal Public Service Loan Forgiveness Program (PSLF).

## **Are you part of the FIRE (Financially Independent/Retire Early) movement? Don't want to work forever? We have options to help.**

- Pension, Pension, Pension! Depending on your job you can participate in one of several pension systems and enjoy this great benefit.
- You can also participate in a Deferred Compensation Plan (457b) which allows you to defer up to \$23,000 of your pretax income each year to supplement your retirement savings.

### **Let's talk pay**

- We offer competitive pay including pay increases based on the length of your employment. We also offer special pays for educational advancement, professional certifications and specialized work assignments.

### **Love to learn?**

- Our Employee Growth and Development Division offers free courses in over 50 topics including Leadership, Personal Finance, Conflict Management, Excel, Managing Stress, and Business Writing.

### **We take care of our employees during emergencies**

- Employees who work during emergencies receive extra pay.
- Employees who can't work due to emergency related workplace closures continue to receive their normal pay.

### **Want to make a difference?**

- We need you! Make an impact on our community through your work in City government!

These benefits apply to employees of the City of New Orleans. Employees of Sewerage and Water Board enjoy many of these same benefits, but some benefits offered may vary.

This description of benefits is intended to be informational and does not create a contractual entitlement to any listed benefit. The employee welfare and pension plan documents and applicable law govern the eligibility, vesting, and schedule of benefits, and the above description does not alter or interpret the plan documents or applicable law.