



Benefit Summary:

Full-Time, Non-Contract



Work-life Balance

Paid Time Off (PTO)



9 Paid Holidays Per Year



Floating Holidays

New employees earn **12** hours of **Paid Time Off (PTO) every month!**

The longer employees remain employed, PTO increases up to **25** hours per month.

- New Year's Day
- Martin Luther King Jr.'s birthday
- Washington's birthday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

- **3 per calendar year!**
- Scheduled on *your* time!
- *Also see [Well Day Off](#) below.

= Flexibility to complement your life!



Flex Scheduling

Some positions enjoy flexible work hours or compressed work schedules, allowing every other Monday or Friday off!

Future Planning



PERS Plan 2

- Lifelong pension!
- Follows your public service work in WA state!



PERS Plan 3

- Lifelong pension!
- Plus investment accounts to manage your money!

OR



Deferred Compensation

- 5% COK contribution
- No employee match required!



Public Employees Retirement Systems and Mission Square Retirement



Health and Wellness

Medical Insurance

Employee premiums* priced at **\$170** per month for full-family coverage. Elsewhere, medical premiums cost employees hundreds of dollars per month! (Individual coverage options also available.)

*Premiums: The monthly cost of insurance employees pay for.

The City of Kennewick currently pays the **entire** employee premium for dental, vision, long-term disability, and EAP! Most employers cover only a portion of vision and dental monthly premiums - the City of Kennewick covers it all!

Dental and Vision Insurance

Other Benefits

- **Life Insurance:** The City of Kennewick provides coverage at 1.5 times the employee's annual salary (up to \$250k). [NewYorkLife.com](#)
- **Voluntary Group Term Life Insurance:** At their own cost, employees may elect additional life insurance coverage. [Aflac.com](#)
- **Long-Term Disability:** The City of Kennewick covers LTD premiums!
- **Employee Assistance Program (EAP), Flex Spending Accounts (FSA), tuition assistance, and more!**

Employer Monthly Cost-Share

	Employee Pays	City of Kennewick Pays
Medical	\$170	\$2215
Vision	\$0	100%
EAP	\$0	100%
Dental	\$0	100%



Wellness Program

Established to encourage healthy lifestyles, opportunities for health and fitness occur monthly! Employees also have open access to an **on-site** fitness center! Program participants can earn a **Well Day Off!**