



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!** (May be negotiable based on position and years of experience.) The longer employees remain employed, PTO increases up to 25 hours per month.

- New Year's Day
- MLK Jr. Day
- President's Day
- 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

Deferred Compensation

- **5% City contribution!**
- **No employee match required!**



+ PERS Plan 2

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



OR

PERS Plan 3

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



Mission Square Retirement & Public Employees Retirement Systems



Health and Wellness

Medical Insurance

Employee premiums priced at **\$180 per month for full-family coverage**. Elsewhere, medical premiums cost employees hundreds of dollars per month! (Individual coverage options also available.) Non-contract employees may choose Asuris NW Health or Kaiser.

The City of Kennewick currently pays the **entire** employee premium for dental, vision, long-term disability, and EAP! Non-Contract employees may choose **Dental and Vision Insurance** Willamette Dental or Delta Dental. The City provides vision coverage through VSP Vision Care.

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	\$180	\$2312
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!**