



## Benefits Union Positions

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**Paid Vacation Leave** – starting with a little over a week per year that increases with tenure.

*1<sup>st</sup> year = 2.16 hours per pay period*

*2<sup>nd</sup> year = 4.33 hours per pay period*

*5<sup>th</sup> year = 6.50 hours per pay period*

*10<sup>th</sup> year and beyond = 8.66 hours per pay period*

**Sick Leave** – 4.33 hours per pay period (around 2.5 weeks per year)

**Paid Holidays** - 9 observed holidays plus 3 floating holidays.

**Additional Paid Leave** - including bereavement and jury duty, as well as state and federal leave programs.

**PERS Retirement Plan** – Administered with the WA State Department of Retirement

- Plan 2 - a **Defined Benefit pension** plan
- Plan 3 - a **Defined Benefit**, like Plan 2 above, with a **Defined Contribution** component

**Deferred Compensation** – A retirement plan that defers income with up to a 3% (of base hourly rate) matching contribution.

**Health, Dental, Prescription, and Vision Insurance through PEBB** - KID pays a large percentage of monthly premiums for insurance. Life, LTD, and AD&D are also available at no cost to employees, with an option to buy additional coverage. Optional benefits also include Smart Health Wellness Program, Diabetes Prevention, and Tobacco Cessation Resources.

**Additional Benefits** – Paid Educational Benefit, Uniform Allowance, and an Employee Assistance Program. Other optional insurance plans include Flexible Spending Account (Medical and DCAP), Aflac, Colonial, and Pet insurance.

*\*\*Please note if your position is represented by a union, please reference your “Collective Bargaining Agreement” or call your Union Representative for specific information related to benefits and eligibility, as they may differ from the above. \*\**