



## Benefits

### Salary Exempt

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**Paid Time Off (PTO)** – begin accruing over 4 weeks per year, and that increases with tenure.

*Years 1-10 = 11.0 hours per pay period*

*Years 10+ = 13.0 hours per pay period*

**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 see employment contract for benefit details as there may be additional items negotiated that are not listed. \*\**