



Benefits Union Positions

Paid Time Off (PTO) – begin accruing over 3 weeks per year, and that increases with tenure.

1st year = 6.5 hours per pay period

2nd year = 9.0 hours per pay period

5th year = 11.0 hours per pay period

10th year and beyond = 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 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. ***