



City of West Richland

COMPENSATION AND BENEFITS FOR Utility Clerk:

Benefits are in accordance with the City of West Richland Personnel Policy.

This is a full-time, non-exempt position.

- Anticipated hiring range \$3,000 to \$3,500 per month DOQ
- State of Washington Public Employees' Retirement System (PERS)
- 2% dollar for dollar match of base wage into a 401 retirement account
- Medical insurance – 85% employer-paid premiums for employee, spouse, dependents and/or domestic partner
- Dental insurance – 100% employer-paid premiums for employee, spouse, dependents and/or domestic partner
- Vision insurance – 100% employer-paid premiums for employee, spouse, dependents and/or domestic partner
- HRA Veba – City paid monthly contributions
- Life Insurance – employer paid premiums for \$10,000 plan and optional additional coverage
- Long Term Disability Insurance – employer paid premiums
- Vacation leave is based on years of service, beginning at 80 hours of vacation leave accrual annually
- 96 hours of sick leave accrual annually
- 10 paid Holidays plus 1 floating holiday annually
- 9 hours of Personal Leave annually
- Annual "Wellness Day" incentive program
- Voluntary Flexible Spending Account (FSA)
- Employee Assistance Program
- Alternative schedule option with every other Friday off – as determined by Director