



City of West Richland Compensation & Benefits

Associate Engineer / Civil Engineer II:

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

This is a full-time, exempt position.

- Anticipated hiring range for Associate Engineer : \$54,000 - \$84,000
- Anticipated hiring range for Civil Engineer II : \$72,000 - \$102,000
- 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 up to \$750
- 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
- 40 hours of Administrative and Professional leave 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
- Employee Assistance Program
- Alternative schedule option with every other Friday off – as determined by Director