

The City of Tumwater offers a competitive and comprehensive benefits package designed to support your health, financial security, and work-life balance. (Benefits for part-time employees are pro-rated.)

### **Paid Time Off**

- **Vacation:** Start with **144 hours** of paid annual leave your first year — increasing with service up to **288 hours per year**.
- **Sick Leave:** Earn **8 hours per month** to care for your health or for immediate family illness or loss.
- **Holidays:** Enjoy **13 paid holidays** per year, including two floating holiday for flexibility and a community service day.

### **Retirement & Savings**

- **State Retirement Plans:** Membership in Washington State's **Public Employees Retirement System (PERS/LEOFF)** with contributions from both you and the City.
- **Deferred Compensation (457b) & Roth IRA:** Save for the future and reduce taxable income; contribute up to IRS limits with catch-up options if over 50.
- **401(a) Match:** The City will **match up to 5%** of employee contributions.
- **Health Reimbursement Arrangement (HRA):** City contributes **\$225/month** for current and future healthcare expenses.

### **Insurance & Wellness**

- **Medical, Dental, Vision:** The City contributes **\$2,420/month** toward coverage (pro-rated for part-time). That's about **85% of family coverage!**
  - If your premiums cost less, you can take **60% of the unused contribution as cash** in your paycheck.
  - Flexible Spending Accounts (medical and dependent care) available.
- **Life Insurance:** \$50,000 group term policy fully paid by the City.
- **Wellness Commitment:** Programs and resources to support your physical and mental health.
- **Discounts:** City employees qualify for **Liberty Mutual auto and home insurance discounts**.

### **Work-Life & Career**

- **Hours of Work:** Standard schedule is 40 hours/week, Monday–Friday. Alternative schedules may be available depending on the position. Some roles may require occasional evenings, weekends, or overtime.
- **Career Opportunities:** We believe in growing our talent — the City actively promotes from within and supports career development.

The City of Tumwater is an **Equal Opportunity Employer (EOE)** and does not discriminate on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, sexual orientation, marital status, disability, genetic information, age, military service, or other non-merit factors.

We are committed to **wellness, safety, environmental stewardship, and racial equity** in our workplace and community.