



As a new employee of the Benton Utilities, these are some of the benefits provided for you:

12 paid Holidays per year

New Year's Day	Veteran's Day
Martin Luther King & Robert E. Lee Birthday	Thanksgiving
Presidents' Day	Day after Thanksgiving
Memorial Day	Christmas Eve
Independence Day (July 4)	Christmas Day
Labor Day	Employee Birthday

15 paid Vacation days, 1st - 10th year

20 paid Vacation days, 11th - 19th year

25 paid Vacation days after 20th

20 sick days per year, maximum of 90 days  
(Available for use after 90 days)

100% paid employee health insurance (dental and vision included)  
(Individual Health – Employee cost \$0.00, Employer Cost \$5,346/yr.)  
(Family Health – Employee cost \$247.50/month, Employer Cost \$8,910/yr.)

100% paid employee and family life insurance  
Employee \$10,000 Life & \$10,000 AD&D thru MetLife incl. with health  
Spouse \$5,000 Life thru MetLife incl. with family health  
Children \$2,000 Life (after age 6 months) thru MetLife incl. with family health

Plus Employee \$25,000 Life & \$25,000 AD&D thru Reliance Standard – Employer paid  
Spouse \$2,000 Life thru Reliance Standard – Employer paid  
Children \$1,000 Life (after age 6 months) thru Reliance Standard – Employer paid

Long term disability insurance thru Lincoln Financial for all non-uniformed

Defined benefit private retirement plan: 2% contributory 1<sup>st</sup> year, 4% thereafter  
Partial vesting at 5 years, full vesting at 15 years

Deferred Compensation program available

Medical Flexible Spending and Dependent Child Care Pre-Tax account available

Uniforms provided