



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

12 paid Holidays per year

New Year's Day
Martin Luther King Jr. Day
Presidents' Day
Memorial Day
Independence Day (July 4)
Labor Day

Veteran's Day
Thanksgiving
Day after Thanksgiving
Christmas Eve
Christmas Day
Employee Birthday

10 paid Vacation days, 2 month – 2nd year
15 paid Vacation days, 3rd – 10th year
20 paid Vacation days starting 11th year
(Can carry over 120 hours)

12 sick days per year, maximum of 60 days
(Available for use after 60 days)

100% paid employee health insurance (dental and vision included)
(Individual Health – Employee cost \$0.00, Employer Cost \$7,344.12/yr.)
(Family Health – Employee cost \$320.82/month, Employer Cost \$11,597.52/yr.)

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

Long term disability insurance thru Mutual of Omaha for all non-uniformed

Retirement Plan: Defined Compensation
Employee Contribution: Mandatory 2%, can contribute up to 10%
Employer Contribution: 5% and will contribute up to 10% depending on employee contributions
Partial vesting at 5 years, full vesting at 10 years

Employee Assistance Program – provides you and your family with professional assistance for the challenges of everyday living

Medical Flexible Spending account available

Uniforms provided