Puget Sound Energy 2026 benefits

Overview for non-represented employees

Puget Sound Energy offers choices

We are proud to offer a flexible approach to benefits — giving you the freedom to design a package that helps you, and your family, thrive. PSE provides “flex credits” that are used to purchase health benefits. If you choose lower-cost plans, it’s possible to have flex credits left over that are then paid to you as taxable income. If the cost of your selections exceeds the flex credit amount, you pay the remainder through pre-taxed payroll deductions.

Health benefits become effective the first day of the month following date of hire

- **Medical plans:** choice of two Kaiser health plans and three Aetna health plans
- **Dental plans:** choice of two Delta Dental of Washington plans or Willamette DHMO plan
- **Vision plans:** choice of two plans from VSP
- **Life insurance:** company provided basic life equal to one time your annual base pay and four levels of supplemental coverage available for you to purchase through payroll deductions
- **Accidental death and dismemberment insurance:** offerings of employee and/or family coverage available
- **Short-term and long-term disability insurance:** provided by PSE to give you a percentage of your income in case of a personal illness and/or injury and are unable to work
- **Long-term care insurance:** voluntary coverage available to employees and family members with choices for benefit level and duration if you needed care in an assisted living facility, nursing home, etc.
- **Pre-tax Savings Accounts:** PSE provides access to Healthcare Flexible Spending Account (HCFSA), Dependent Care Flexible Spending Account (DCFSA), and Health Savings Account (HSA)

Wellness and Wellness Credits

PSE's leadership believes your health and well-being are important. PSE provides a variety of online tools and programs to help you and your family thrive physically, emotionally and financially and enjoy a life well-lived.

Through myWellness at PSE you have the option to earn annual wellness credits from $960 per employee per year and up to $1,920 per family per year. Any wellness credits you earn are used to help offset the cost of benefits or are taxable income.

Annual goals and incentive plan

Based on meeting established team and company goals and measurements, employees may be eligible for year-end performance awards.

Paid time off (PTO)

Monthly accruals begin the first month following your date of hire and equal 20 days in the first year of employment. PSE provides PTO to accommodate employees' vacation, illnesses, bereavement and other personal needs. As an employee gains more years of service, the monthly accrual increases.

Paid parental leave

Up to three weeks of paid parental leave are available for use within the first year following the date of birth or adoption. This benefit becomes available after six months of employment.

Holidays

Eligible employees qualify for 14 paid holidays each calendar year. These include 12 fixed holidays and two personal holidays. The fixed holidays are: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, Fourth of July, Labor Day, Indigenous Peoples' Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving and Christmas Day. If starting employment on or after July 1, one personal holiday is available for use during the remainder of that calendar year. Personal holiday(s) may be used immediately.

PSE retirement plans

We offer a 401(k)-investment plan and, if you elect, a cash balance pension plan. Company contributions for your retirement are:

- **401(k) investment plan**
    - Company matching contributions up to 4.5% of your pay. Vested immediately.
    - Pre-tax, Roth, and after-tax employee contributions are available.
    - Auto-enrollment and auto-escalation, with the option to opt-out.
    - Company annual retirement contribution of 4% of your pay. Vested after three years of service, if elected.
- **Cash balance pension plan**
    - Company annual retirement contribution of 4% of your pay. Vested after three years of service, if elected.
    - No employee contributions to the plan.
    - Quarterly interest credits.

Tuition reimbursement

PSE supports continuing education. Eligible employees may be reimbursed up to 100% of tuition, not to exceed $5,250 per calendar year, for authorized courses.

Employee assistance program (EAP)

This program helps employees and their household family members with everything from finding service providers for home repairs or the care of family members, legal consultations, counseling services and financial advising. Services are confidential and most offerings are free. The counseling benefit covers up to twelve sessions per issue per year.

Please note:
Temporary and casual employees are eligible for PSE Retirement Plan benefits only and are not eligible for other benefits as stated above.