

# BENEFITS SUMMARY

## Administrative/Professional



MEDICAL INSURANCE:	Employee and all eligible dependents covered for only <b>\$153.70/month</b> . Low deductible, \$200 for individual, \$600 for family. Employees are eligible the first of the month following the first day of employment.															
DENTAL INSURANCE:	Employee and all eligible dependents covered for only <b>\$11.59/month</b> . Employees are eligible the first of the month following the first day of employment.															
VISION INSURANCE:	Employee and all eligible dependents covered for only <b>\$6.54/month</b> . Employees are eligible the first of the month following the first day of employment.															
LIFE INSURANCE:	\$50,000 basic life insurance provided by the City. Supplemental life/AD&D coverage available for employees and dependents for low premiums. Employees are eligible the first of the month following the first day of employment.															
PERS RETIREMENT PLAN:	The City of Pasco participates in the Department of Retirement Systems that provides 2 plan options for employees:  <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p><b><u>PERS II</u></b></p> <ul style="list-style-type: none"> <li>• Employee contribution rate = 6.36%</li> <li>• Employer contribution rate = 9.11%</li> </ul> </div> <div style="text-align: center;"> <p><b><u>PERS III</u></b></p> <ul style="list-style-type: none"> <li>• Employee contribution rate = employee choice</li> <li>• Employer contribution = 9.11%</li> </ul> </div> </div> <p>Contributions to retirement plans begin on the employee's first scheduled pay date.</p>															
MISSION SQUARE RETIREMENT PLAN:	Mission Square deferred compensation plan—automatic employer pre-tax contribution of <b>4%</b> . Employee contribution options for pre-tax and Roth. Contributions to retirement plans begin on the employee's first scheduled pay date.															
PAID HOLIDAYS:	11 per year (10 scheduled, 1 “floating”). Floating holiday is available for use after the completion of the probationary period.															
VACATION LEAVE:	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Years of service</u></th> <th style="text-align: center;"><u>Days accrued</u></th> <th style="text-align: center;"><u>Maximum hours accrued</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0-5</td> <td style="text-align: center;">12</td> <td style="text-align: center;">144</td> </tr> <tr> <td style="text-align: center;">6-9</td> <td style="text-align: center;">15</td> <td style="text-align: center;">180</td> </tr> <tr> <td style="text-align: center;">10-14</td> <td style="text-align: center;">18</td> <td style="text-align: center;">216</td> </tr> <tr> <td style="text-align: center;">15+</td> <td style="text-align: center;">20.4</td> <td style="text-align: center;">244.8</td> </tr> </tbody> </table> <p>Accrued vacation is available for use once it is available in your vacation bank.</p>	<u>Years of service</u>	<u>Days accrued</u>	<u>Maximum hours accrued</u>	0-5	12	144	6-9	15	180	10-14	18	216	15+	20.4	244.8
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SICK LEAVE:	<p>Accrual per pay period = 3.7 hours            Maximum accrual allowed = 960 hours            Accrued sick leave is available for use once it is available in your sick bank.</p>															
OTHER BENEFITS OFFERED:	<ul style="list-style-type: none"> <li style="width: 50%;">• Employee Assistance Program (counseling, legal and financial assistance, home ownership and more!)</li> <li style="width: 50%;">• HomeStreet Bank – home ownership and refinancing assistance</li> <li style="width: 50%;">• Guardian Long-Term Disability Insurance</li> <li style="width: 50%;">• Flexible Schedule</li> <li style="width: 50%;">• Flexible Spending Plan (pre-tax deduction for med/dental and child care)</li> <li style="width: 50%;">• Tuition Assistance</li> <li style="width: 50%;">• Aflac Insurance</li> </ul> <p><i>Above may be subject to waiting periods and director approval.</i></p>															