

# BENEFITS SUMMARY

## *Uniformed Police Officers*



<b>MEDICAL INSURANCE:</b>	Employee and all eligible dependents covered for only <b>\$173.97/month</b> . Low deductible, \$0 for individual, \$200 for dependents, \$600 for family. Employees are eligible the first of the month following the first day of employment.																		
<b>DENTAL INSURANCE:</b>	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.																		
<b>VISION INSURANCE:</b>	Employee and all eligible dependents covered for only <b>\$6.52/month</b> . Employees are eligible the first of the month following the first day of employment.																		
<b>LIFE INSURANCE:</b>	\$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.																		
<b>LEOFF II RETIREMENT PLAN:</b>	The City of Pasco participates in Department of Retirement Systems that provides the LEOFF II plan for employees: Employee contribution rate = 8.53% Employer contribution rate = 5.3%  Contributions to retirement plans begin on the employee's first scheduled pay date.																		
<b>ICMA RETIREMENT PLAN:</b>	ICMA deferred compensation plan—automatic employer pre-tax contribution of 4% of base hourly wage. Employee contribution options for pre-tax and Roth. Contributions to retirement plans begin on the employee's first scheduled pay date.																		
<b>PAID HOLIDAYS:</b>	11 per year (10 scheduled, 1 "floating") Eligible for the first floating holiday after six (6) months of employment.																		
<b>VACATION LEAVE:</b>	<table border="1"> <thead> <tr> <th><u>Years of service</u></th> <th><u>Accrual/Pay period</u></th> <th><u>Maximum hours accrued</u></th> </tr> </thead> <tbody> <tr> <td>0-5</td> <td>4.30 hours</td> <td>224</td> </tr> <tr> <td>6th</td> <td>5.23 hours</td> <td>272</td> </tr> <tr> <td>11th</td> <td>6.15 hours</td> <td>320</td> </tr> <tr> <td>16th</td> <td>6.76 hours</td> <td>352</td> </tr> <tr> <td>20th</td> <td>8.0 hours</td> <td>416</td> </tr> </tbody> </table> <p>Accrued vacation is available for use after the probationary period.</p>	<u>Years of service</u>	<u>Accrual/Pay period</u>	<u>Maximum hours accrued</u>	0-5	4.30 hours	224	6th	5.23 hours	272	11th	6.15 hours	320	16th	6.76 hours	352	20th	8.0 hours	416
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<b>SICK LEAVE:</b>	Accrual per pay period = 3.7 hours Maximum accrual allowed = 1,200 hours Accrued sick leave is available after completion of 90 days of employment.																		
<b>OTHER BENEFITS OFFERED:</b>	<ul style="list-style-type: none"> <li>• Employee Assistance Program (counseling, legal and financial assistance, home ownership and more!)</li> <li>• Guardian Long-Term Disability Insurance</li> <li>• Flexible Spending Plan (pre-tax deduction for med/dental and child care)</li> <li>• Aflac Insurance</li> <li>• FOP Medical Trust—Automatic contribution of \$100 per employee/month</li> <li>• Homestreet Bank – home ownership and refinancing assistance</li> <li>• Flexible Schedule</li> <li>• Bilingual and education (Associates/Bachelor's) incentive offered</li> <li>• Tuition Assistance</li> </ul> <p><i>Above may be subject to waiting periods and director approval.</i></p>																		

Other benefits as stipulated in the Collective Bargaining Agreement between the City of Pasco and Local 1433, International Association of Firefighters.