

BENEFITS SUMMARY

Non-Uniformed Police



MEDICAL INSURANCE:	Employee and all eligible dependents covered for only \$153.70/month . 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 \$11.59/month . Employees are eligible the first of the month following the first day of employment.																	
VISION INSURANCE:	Employee and all eligible dependents covered for only \$6.54/month . 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: <table><tr><td><u>PERS II</u></td><td><u>PERS III</u></td></tr><tr><td>• Employee contribution rate = 6.36%</td><td>• Employee contribution rate = employee choice</td></tr><tr><td>• Employer contribution rate = 9.11%</td><td>• Employer contribution = 9.11%</td></tr></table> Contributions to retirement plans begin on the employee’s first scheduled pay date.			<u>PERS II</u>	<u>PERS III</u>	• Employee contribution rate = 6.36%	• Employee contribution rate = employee choice	• Employer contribution rate = 9.11%	• Employer contribution = 9.11%									
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MISSION SQUARE RETIREMENT PLAN:	Mission square deferred compensation plan employer contribution of 2% 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 completion of the probationary period.																	
VACATION LEAVE:	<table><tr><td><u>Years of service</u></td><td><u>Accrual/pay period</u></td><td><u>Maximum hours accrued</u></td></tr><tr><td>0-5</td><td>3.7 hours</td><td>192</td></tr><tr><td>6-10</td><td>4.62 hours</td><td>240</td></tr><tr><td>11-14</td><td>5.54 hours</td><td>288</td></tr><tr><td>15+</td><td>6.46 hours</td><td>335</td></tr></table> After the first six (6) months of the probationary period, eligible to use up to 16 hours of accrued vacation.			<u>Years of service</u>	<u>Accrual/pay period</u>	<u>Maximum hours accrued</u>	0-5	3.7 hours	192	6-10	4.62 hours	240	11-14	5.54 hours	288	15+	6.46 hours	335
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SICK LEAVE:	Accrual per pay period = 3.7 hours Maximum accrual allowed = 960 hours Accrued sick leave is available after completion of 90 days of employment.																	
OTHER BENEFITS OFFERED:	<table><tr><td>• Employee Assistance Program (counseling, legal and financial assistance, home ownership and more!)</td><td>• HomeStreet Bank – home ownership and refinancing assistance</td></tr><tr><td>• Guardian Long-Term Disability Insurance</td><td>• Flexible Schedule</td></tr><tr><td>• Flexible Spending Plan (pre-tax deduction for med/dental and child care)</td><td>• 3% bilingual incentive offered for PSS classification (dual language Spanish or Russian).</td></tr><tr><td>• Aflac Insurance</td><td>• Tuition Assistance</td></tr><tr><td colspan="2">• Out of classification pay</td></tr></table> <i>Above benefits may be subject to waiting periods and director approval.</i>			• Employee Assistance Program (counseling, legal and financial assistance, home ownership and more!)	• HomeStreet Bank – home ownership and refinancing assistance	• Guardian Long-Term Disability Insurance	• Flexible Schedule	• Flexible Spending Plan (pre-tax deduction for med/dental and child care)	• 3% bilingual incentive offered for PSS classification (dual language Spanish or Russian).	• Aflac Insurance	• Tuition Assistance	• Out of classification pay						
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If you have any benefits questions, please contact Human Resources
E-mail: hr@pasco-wa.gov Phone: 509-545-3408

Other benefits as stipulated in the Collective Bargaining Agreement between the City of Pasco and the Pasco Police Officers Association (Non-Uniformed Employees).

Updated: 01/28/2025