

BENEFITS SUMMARY

Deputy Police and Fire Chiefs



MEDICAL INSURANCE:	Employee and all eligible dependents covered for only \$153.97/month . Low deductible, \$200 for dependents, \$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 \$6.52/month . Employees are eligible the first of the month following the first day of employment.
LIFE INSURANCE:	\$75,000 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.
LEOFF II RETIREMENT PLAN:	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.
MISSION SQUARE RETIREMENT PLAN:	Mission Square deferred compensation plan—automatic employer pre-tax contribution of 4%. 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") Eligible for the first floating holiday after completion of the probationary period.
VACATION LEAVE:	21 days per year Accrual per pay period = 6.46 hours Maximum accrual allowed = 252 hours Accrued vacation is available for use upon accrual. May convert up to 5 days accrued vacation to cash the first payday in December if the employee has taken a minimum of 10 vacation days during the calendar year (PMC#2.105.190).
SICK LEAVE:	Accrual per pay period = 3.7 hours Maximum accrual allowed = 960 hours Accrued sick leave is available for use upon accrual.
OTHER BENEFITS OFFERED:	<ul style="list-style-type: none"> • Employee Assistance Program (counseling, legal and financial assistance, home ownership and more!) • Guardian Long-Term Disability Insurance • HRA VEBA—1% salary deferral (Resolution #2858) • Flexible Spending Plan (pre-tax deduction for med/dental and child care) • Aflac Insurance • Homestreet Bank – home ownership and refinancing assistance • Flexible Schedule • Tuition Assistance • LifeQuest Fitness Center membership plan <p><i>Above benefits may be subject to waiting periods and director approval.</i></p>

If you have any benefits questions, please contact Human Resources
E-mail: hr@pasco-wa.gov Phone: 509-545-3408