

# BENEFITS SUMMARY

## Deputy Police and Fire Chiefs



<b>MEDICAL INSURANCE:</b>	Employee and all eligible dependents covered for only <b>\$153.97/month</b> . Low deductible, \$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>	\$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.
<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 = 5.32%  Contributions to retirement plans begin on the employee's first scheduled pay date.
<b>MISSION SQUARE RETIREMENT PLAN:</b>	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.
<b>PAID HOLIDAYS:</b>	11 per year (10 scheduled, 1 "floating") Eligible for the first floating holiday after completion of the probationary period.
<b>VACATION LEAVE:</b>	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).
<b>SICK LEAVE:</b>	Accrual per pay period = 3.7 hours Maximum accrual allowed = 960 hours Accrued sick leave is available for use upon accrual.
<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>• HRA VEBA—1% salary deferral (Resolution #2858)</li> <li>• Flexible Spending Plan (pre-tax deduction for med/dental and child care)</li> <li>• Aflac Insurance</li> <li>• Homestreet Bank – home ownership and refinancing assistance</li> <li>• Flexible Schedule</li> <li>• Tuition Assistance</li> <li>• LifeQuest Fitness Center membership plan</li> </ul> <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](mailto:hr@pasco-wa.gov) Phone: 509-545-3408

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