

BENEFITS SUMMARY

International Union of Operating Engineers



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—automatic employer pre-tax contribution of 3%. Employee contribution options for pre-tax and Roth. Contributions to retirement plans begin on the employee’s first scheduled pay date.																	
PAID HOLIDAYS:	12 per year (10 scheduled, 2 “floating”) Eligible for the first floating holiday after six (6) months of continuous employment.																	
VACATION LEAVE:	<table><tr><td><u>Years of service</u></td><td><u>Days accrued</u></td><td><u>Maximum hours accrued</u></td></tr><tr><td>1-5</td><td>12</td><td>192</td></tr><tr><td>6-10</td><td>15</td><td>240</td></tr><tr><td>11-14</td><td>18</td><td>288</td></tr><tr><td>15+</td><td>20.4</td><td>328</td></tr></table> Accrued vacation is available for use after six (6) months of continuous employment.			<u>Years of service</u>	<u>Days accrued</u>	<u>Maximum hours accrued</u>	1-5	12	192	6-10	15	240	11-14	18	288	15+	20.4	328
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SICK LEAVE:	Accrual per pay period = 3.7 hours Maximum accrual allowed = 960 hours Accrued sick leave is available for use once available in your sick bank.																	
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>• Tuition Assistance</td></tr><tr><td>• Aflac Insurance</td><td></td></tr></table> <i>Above 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)	• Tuition Assistance	• Aflac Insurance								
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Other benefits as stipulated in the Collective Bargaining Agreement between the City of Pasco and Local 280, International Union of Operating Engineers.

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

Updated: 01/28/2025