

BENEFITS SUMMARY

Firefighters & Firefighter/Paramedics



MEDICAL INSURANCE:	Employee and all eligible dependents covered for only \$173.97/month . 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.		
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:	\$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.		
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 = 5.32% 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 5% 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.		
PAID HOLIDAYS:	11 per year (10 scheduled, 1 "floating") - 12 hours of holiday leave are accrued for every holiday Eligible for the first floating holiday after completion of the probationary period.		
VACATION LEAVE:	<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
SICK LEAVE:	Accrual per pay period = 9 hours Maximum accrual allowed = 1,440 hours Front loaded 423 hours of sick leave upon hire, then accrual rate commences.		
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 Flexible Spending Plan (pre-tax deduction for med/dental and child care) Aflac Insurance Medical Trust—Automatic employer contribution of \$100 per employee/month HomeStreet Bank – home ownership and refinancing assistance Flexible Schedule Bilingual and education (Associates/Bachelor's) incentive offered Tuition Assistance Education Incentive—AA 2%, BA 4% Specialty Team Pay <p><i>Above benefits may be subject to waiting periods, testing, or 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