

# BENEFITS SUMMARY

## *International Association of Firefighters*



<b>MEDICAL INSURANCE:</b>	Employee and all eligible dependents covered for only <b>\$173.97/month</b> . 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.																		
<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 100% paid by the City. Employees are eligible the first of the month following the first day of employment.																		
<b>LIFE INSURANCE:</b>	\$15,000 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 = 5.3%  Contributions to retirement plans begin on the employee's first scheduled pay date.																		
<b>ICMA RETIREMENT PLAN:</b>	ICMA 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.																		
<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>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Years of service</u></th> <th style="text-align: left;"><u>Accrual/Pay period</u></th> <th style="text-align: left;"><u>Maximum hours accrued</u></th> </tr> </thead> <tbody> <tr> <td>0-5</td> <td>6 hours</td> <td>312</td> </tr> <tr> <td>6-10</td> <td>7 hours</td> <td>364</td> </tr> <tr> <td>11-15</td> <td>8 hours</td> <td>416</td> </tr> <tr> <td>16-20</td> <td>9 hours</td> <td>468</td> </tr> <tr> <td>21+</td> <td>10 hours</td> <td>512</td> </tr> </tbody> </table> <p>Accrued vacation is available for use after the probationary period.</p>	<u>Years of service</u>	<u>Accrual/Pay period</u>	<u>Maximum hours accrued</u>	0-5	6 hours	312	6-10	7 hours	364	11-15	8 hours	416	16-20	9 hours	468	21+	10 hours	512
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<b>SICK LEAVE:</b>	<p><b>Accrual per pay period</b> = 9 hours</p> <p><b>Maximum accrual allowed</b> = 1,440 hours</p> <p>Accrued sick leave is available after completion of 90 days of employment.</p>																		
<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>• 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> </ul> <p><i>Above may be subject to waiting periods and 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.

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