



# BENEFITS SUMMARY

## *Management*

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### Paid Holidays

11 per year (ten scheduled; one "floating")  
The Floating Holiday is available for use after completion of the probationary period.

### Vacation Accrual

21 days per year  
Accrual per pay period = 6.46 hours  
Maximum accrual allowed = 252 hours

Vacation is available for use after completion of the probationary period. 100% of accrual is cashed out upon termination, providing that the employee has completed probation and offers two weeks' notice.

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

Accrual per pay period = 3.7 hours  
Maximum accrual allowed = 960 hours

Sick leave is available for use on the 90<sup>th</sup> calendar day after the start of employment. 25% of accrual (up to a maximum of 180 hours) is cashed out upon termination and deposited into the employee's VEBA account per resolution #2858, providing that the employee has completed probation and offers two weeks' notice.

### Retirement Plan

PERS II            Employee Contribution Rate = 7.90%  
                         Employer Contribution Rate = 12.86%

PERS III           Employee Contribution Rate = Employee Choice  
                         Employer Contribution Rate = 12.86%

### Medical Insurance

The City of Pasco contribution is \$1,107.81/month.  
The employee contribution is **\$153.70/month** (employee and all dependents covered).

### Dental Insurance

The City of Pasco contribution is \$104.35/month.  
The employee contribution is **\$11.59/month** (employee and all dependents covered).

### Vision Insurance

The City of Pasco contribution is \$6.54/month.  
The employee contribution is **\$6.54/month** (employee and all dependents covered).

### Life Insurance

\$30,000 provided by the City of Pasco

Employee may purchase supplemental life/AD&D coverage (dependent coverage available only when employee coverage is elected):

- **Employee:** Up to amount of annual salary at \$0.306 per \$1,000 of coverage (10K, 25K, 50K or annual salary amount; maximum amount not to exceed 100K).
- **Dependent (spouse):** Up to 50% of that purchased for the employee at \$0.36 per \$1,000 of coverage.
- **Dependent (children):** \$0.88/month for all children. Each child is covered for \$5,000.

### Other Benefits Offered

- I.C.M.A. Deferred Compensation Plan
- Employee Assistance Program (Counseling)
- Tuition Assistance
- Flexible Spending Plan (Pre-Tax Deduction for Med/Dental and Child Care)
- Guardian Long-Term Disability Insurance
- Aflac Insurance
- HRA VEBA – 1% salary deferral (Resolution #2858).
- Fitness center membership plan