



# BENEFITS SUMMARY

## *Non-Represented*

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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**

Years of service	0-5 years	6 <sup>th</sup> year	10 <sup>th</sup> year	15+ years
Days per year	12 days	15 days	18 days	20.4 days
Accrual/ pay period	3.7 hours	4.62 hours	5.54 hours	6.28 hours
Maximum accrual	144 hours	180 hours	216 hours	244.8 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.

After 10th year of employment, 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.

**Sick Leave Accrual**

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

Sick leave is available after completion of the probationary period. 25% of accrual (up to a maximum of 180 hours) is cashed out upon termination, providing that the employee has completed probation and offers a minimum of 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**

\$15,000 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