



# BENEFITS SUMMARY

## Department Director - Police and Fire

<b><u>Paid Holidays</u></b>	11 per year (ten scheduled; one “floating”) The Floating Holiday is available for use after completion of the probationary period.
<b><u>Vacation Accrual</u></b>	24 days per year Accrual per pay period = 7.38 hours Maximum accrual allowed = 288 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.  Directors 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).
<b><u>Sick Leave Accrual</u></b>	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 #2859, providing that the employee has completed probation and offers two weeks’ notice.
<b><u>DRS Retirement Plan</u></b>	LEOFF II      Employee Contribution Rate = 8.59% Employer Contribution Rate = 5.33%
<b><u>Medical Insurance</u></b>	The City of Pasco contribution is \$1,107.81/month. The employee contribution is <b>\$153.70/month</b> (employee and all dependents covered).
<b><u>Dental Insurance</u></b>	The City of Pasco contribution is \$104.35/month. The employee contribution is <b>\$11.59/month</b> (employee and all dependents covered).
<b><u>Vision Insurance</u></b>	The City of Pasco contribution is \$6.21/month. The employee contribution is <b>\$6.21/month</b> (employee and all dependents covered).
<b><u>Life Insurance</u></b>	\$50,000 provided by the City of Pasco  Employee may purchase supplemental life/AD&D coverage (dependent coverage available only when employee coverage is elected): <ul style="list-style-type: none"><li>▪ <b>Employee:</b> 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).</li><li>▪ <b>Dependent (spouse):</b> Up to 50% of that purchased for the employee at \$0.36 per \$1,000 of coverage.</li><li>▪ <b>Dependent (children):</b> \$0.88/month for all children. Each child is covered for \$5,000.</li></ul>
<b><u>Other Benefits Offered</u></b>	<ul style="list-style-type: none"><li>▪ I.C.M.A. 457 Deferred Compensation Plan</li><li>▪ Employee Assistance Program (Counseling)</li><li>▪ Tuition Assistance</li><li>▪ Flexible Spending Plan (Pre-Tax Deduction for Med/Dental and Child Care)</li><li>▪ Guardian Long-Term Disability Insurance</li><li>▪ Aflac Insurance</li><li>▪ HRA VEBA – 2% salary deferral (Resolution #2859).</li><li>▪ Fitness center membership plan</li></ul>