



# BENEFITS SUMMARY

## *Uniformed Police Officers*

---

**Paid Holidays**

11 per year – (ten scheduled; one “floating”)  
 8 hours are earned per holiday (see CBA for use/cash out requirements).

**Vacation Accrual**

Years of service	0-5 years	6 <sup>th</sup> year	11 <sup>th</sup> year	16 <sup>th</sup> year	20+ years
Accrual/ pay period	4 hours	4.92 hours	5.85 hours	6.46 hours	7.69 hours
Maximum accrual	192 hours	240 hours	288 hours	321 hours	384 hours

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

**Sick Leave Accrual**

Accrual per pay period = 3.7 hours  
 Maximum accrual allowed = 1,200 hours

Sick leave is available for use on the 90<sup>th</sup> calendar day after the start of employment. 25% percent 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**

LEOFF II            Employee Contribution Rate = 8.59%  
                           Employer Contribution Rate = 5.33%

I.C.M.A. 457 Deferred Compensation Plan – Automatic employer contribution of 2.5% of base hourly wage

**Medical Insurance**

The City of Pasco contribution is \$1256.42/month.  
 The employee contribution is **\$173.97/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 \$6.21/month.  
 The employee contribution is **\$6.21/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**

- FOP Medical Trust – Automatic employer contribution of \$50 per employee, per month
- 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

***Other benefits as stipulated in the Collective Bargaining Agreement between the City of Pasco and the Pasco Police Officers Association (Uniformed Employees).***