



BENEFITS SUMMARY

Operating Engineers

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 th year	11 th year	15+ years
Accrual/ pay period	3.7 hours	4.62 hours	5.54 hours	6.28 hours
Maximum accrual	144 hours	180 hours	216 hours	240 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 a minimum of two weeks’ notice.

Sick Leave Accrual

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

Sick leave is available for use on the 90th calendar day after the start of employment.
 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%

I.C.M.A. 457 Deferred Compensation Plan – Automatic employer contribution of 3%

Medical Insurance

The City of Pasco contribution is \$1107.81/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 \$6.21/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

- 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 Local 280, International Union of Operating Engineers.