



BENEFITS SUMMARY

Firefighter/Paramedic

Paid Holidays

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

Vacation Accrual

Years of service	0-5 years	6 th year	11 th year	16 th year	21+ years
Accrual/ pay period	6 hours	7 hours	8 hours	9 hours	10 hours
Maximum accrual	312 hours	364 hours	416 hours	468 hours	512 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 = 9.0 hours
 Maximum accrual allowed = 1,440 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 210 hours) is cashed out upon termination, providing that the employee has completed probation and offers a minimum of two weeks’ notice.

*Refer to CBA for additional information regarding sick leave accrual and usage

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 4% of base hourly wage

Medical Insurance

The City of Pasco contribution is \$1,256.42/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

Vision premium is paid 100% by the City of Pasco (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 may apply as stipulated in the Collective Bargaining Agreement between the City of Pasco and Local 1433, International Association of Firefighters.