



# BENEFITS SUMMARY

## Firefighter & 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 <sup>th</sup> year	11 <sup>th</sup> year	16 <sup>th</sup> 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 90<sup>th</sup> 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.***