

BENEFITS SUMMARY

Department Director



MEDICAL INSURANCE:	Employee and all eligible dependents covered for only \$153.70/month . Low deductible, \$200 for individual, \$600 for family. Employees are eligible the first of the month following the first day of employment.						
DENTAL INSURANCE:	Employee and all eligible dependents covered for only \$11.59/month . Employees are eligible the first of the month following the first day of employment.						
VISION INSURANCE:	Employee and all eligible dependents covered for only \$6.54/month . Employees are eligible the first of the month following the first day of employment.						
LIFE INSURANCE:	\$100,000 basic life insurance provided by the City. Supplemental life/AD&D coverage available for employees and dependents for low premiums. Employees are eligible the first of the month following the first day of employment.						
PERS RETIREMENT PLAN:	The City of Pasco participates in the Department of Retirement Systems that provides 2 plan options for employees: <table style="width: 100%; border: none;"> <tr> <td style="text-align: center; width: 50%;"><u>PERS II</u></td> <td style="text-align: center; width: 50%;"><u>PERS III</u></td> </tr> <tr> <td>• Employee contribution rate = 6.36%</td> <td>• Employee contribution rate = employee choice</td> </tr> <tr> <td>• Employer contribution rate = 9.39%</td> <td>• Employer contribution = 9.39%</td> </tr> </table> Contributions to retirement plans begin on the employee's first scheduled pay date.	<u>PERS II</u>	<u>PERS III</u>	• Employee contribution rate = 6.36%	• Employee contribution rate = employee choice	• Employer contribution rate = 9.39%	• Employer contribution = 9.39%
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MISSION SQUARE RETIREMENT PLAN:	Mission Square deferred compensation plan—automatic employer pre-tax contribution of 4% . Employee contribution options for pre-tax and Roth. Contributions to retirement plans begin on the employee's first scheduled pay date.						
PAID HOLIDAYS:	11 per year (10 scheduled, 1 "floating") Floating holiday is available for use after the completion of the probationary period.						
VACATION LEAVE:	24 days per year Accrual per pay period = 7.38 hours Maximum Accrual allowed = 288 hours Accrued vacation is available for use once it is available in your vacation bank. 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).						
SICK LEAVE:	Accrual per pay period = 3.7 hours Maximum accrual allowed = 960 hours Accrued sick leave is available for use once it is available in your sick bank.						
OTHER BENEFITS OFFERED:	<ul style="list-style-type: none"> • Employee Assistance Program (counseling, legal and financial assistance, home ownership and more!) • Guardian Long-Term Disability Insurance • HRA VEBA—2% salary deferral (Resolution #2859) • Flexible Spending Plan (pre-tax deduction for medical and child care) • AFLAC Insurance • Homestreet Bank – home ownership and refinancing assistance • LifeQuest Fitness Center membership plan • Flexible Schedule • Tuition Assistance <p><i>Above benefits may be subject to waiting periods and director approval.</i></p>						