

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: <u>PERS II</u> • Employee contribution rate = 6.36% • Employer contribution rate = 9.11% <u>PERS III</u> • Employee contribution rate = employee choice • Employer contribution = 9.11% Contributions to retirement plans begin on the employee's first scheduled pay date.
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:	• 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 <i>Above benefits may be subject to waiting periods and director approval.</i>