

# BENEFITS SUMMARY

## Administrative/Professional



<b>MEDICAL INSURANCE:</b>	Employee and all eligible dependents covered for only <b>\$153.70/month</b> . Low deductible, \$200 for individual, \$600 for family. Employees are eligible the first of the month following the first day of employment.															
<b>DENTAL INSURANCE:</b>	Employee and all eligible dependents covered for only <b>\$11.59/month</b> . Employees are eligible the first of the month following the first day of employment.															
<b>VISION INSURANCE:</b>	Employee and all eligible dependents covered for only <b>\$6.54/month</b> . Employees are eligible the first of the month following the first day of employment.															
<b>LIFE INSURANCE:</b>	\$50,000 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.															
<b>PERS RETIREMENT PLAN:</b>	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;"><u><b>PERS II</b></u></td> <td style="text-align: center;"><u><b>PERS III</b></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><b>PERS II</b></u>	<u><b>PERS III</b></u>	• Employee contribution rate = 6.36%	• Employee contribution rate = employee choice	• Employer contribution rate = 9.39%	• Employer contribution = 9.39%									
<u><b>PERS II</b></u>	<u><b>PERS III</b></u>															
• Employee contribution rate = 6.36%	• Employee contribution rate = employee choice															
• Employer contribution rate = 9.39%	• Employer contribution = 9.39%															
<b>MISSION SQUARE RETIREMENT PLAN:</b>	Mission Square deferred compensation plan—automatic employer pre-tax contribution of <b>4%</b> . Employee contribution options for pre-tax and Roth. Contributions to retirement plans begin on the employee's first scheduled pay date.															
<b>PAID HOLIDAYS:</b>	11 per year (10 scheduled, 1 "floating"). Floating holiday is available for use after the completion of the probationary period.															
<b>VACATION LEAVE:</b>	<table style="width: 100%; border: none;"> <thead> <tr> <th style="text-align: left;"><u>Years of service</u></th> <th style="text-align: center;"><u>Days accrued</u></th> <th style="text-align: center;"><u>Maximum hours accrued</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0-5</td> <td style="text-align: center;">12</td> <td style="text-align: center;">144</td> </tr> <tr> <td style="text-align: center;">6-9</td> <td style="text-align: center;">15</td> <td style="text-align: center;">180</td> </tr> <tr> <td style="text-align: center;">10-14</td> <td style="text-align: center;">18</td> <td style="text-align: center;">216</td> </tr> <tr> <td style="text-align: center;">15+</td> <td style="text-align: center;">20.4</td> <td style="text-align: center;">244.8</td> </tr> </tbody> </table> Accrued vacation is available for use once it is available in your vacation bank.	<u>Years of service</u>	<u>Days accrued</u>	<u>Maximum hours accrued</u>	0-5	12	144	6-9	15	180	10-14	18	216	15+	20.4	244.8
<u>Years of service</u>	<u>Days accrued</u>	<u>Maximum hours accrued</u>														
0-5	12	144														
6-9	15	180														
10-14	18	216														
15+	20.4	244.8														
<b>SICK LEAVE:</b>	<b>Accrual per pay period = 3.7 hours</b> <b>Maximum accrual allowed = 960 hours</b> Accrued sick leave is available for use once it is available in your sick bank.															
<b>OTHER BENEFITS OFFERED:</b>	<ul style="list-style-type: none"> <li>• Employee Assistance Program (counseling, legal and financial assistance, home ownership and more!)</li> <li>• Guardian Long-Term Disability Insurance</li> <li>• Flexible Spending Plan (pre-tax deduction for med/dental and child care)</li> <li>• Aflac Insurance</li> <li>• HomeStreet Bank – home ownership and refinancing assistance</li> <li>• Flexible Schedule</li> <li>• Tuition Assistance</li> </ul> <p><i>Above may be subject to waiting periods and director approval.</i></p>															