

# Summary of Benefits

## Police Commissioned

### Medical/Dental/Vision Insurance

- ◆ Employees are offered a choice of medical/vision coverage through either Kaiser Permanente or the City's self-insured plan. A Preferred Provider Option is available through the self-insured plan.
- ◆ The dental insurance plan covers services such as regular checkups, x-rays, fillings and crowns to an annual maximum of \$1,800. Orthodontia coverage is also provided.

### Life Insurance

- ◆ Basic life insurance is provided to each employee equal to their annual salary, up to \$125,000. Each eligible dependent is also provided with a \$1,000 policy. There is no cost to the employee.
- ◆ Additional life insurance is available for employees and their dependents at group rates.

### Retirement Plan

- ◆ Employees are enrolled in the State of Washington Department of Retirement Systems LEOFF Plan.
- ◆ Both the employee and employer contribute to the plan.

### Deferred Compensation Program

- ◆ Employees can make voluntary pre-tax or post-tax contributions into the city's deferred compensation retirement plan.
- ◆ The city contributes 3% of base pay into the plan of the employee's choice. An additional 3% is provided for passing a physical fitness exam.

### Flexible Benefits

- ◆ The optional Flexible Spending Account (FSA) allows employees to set aside funds on a pre-tax basis for reimbursement of dependent care or healthcare expenses.

### Longevity

- ◆ Longevity premiums are awarded after five years of service and increase at 10, 15, 20, 25, and 30 years.

### Education Incentive

- ◆ Employees who achieve an A.A. Degree/90 credits will receive 4% of base wage and those with a B.A. Degree/Masters will receive 6% of base wage.

### Tuition Reimbursement

- ◆ A tuition reimbursement program is available for tuition and fees paid by the employer for courses leading to a law enforcement related degree.

### Personal Leave (In lieu of Holiday and Vacation)

- ◆ Employees accrue paid personal leave time (a combination of holiday and vacation) each pay period beginning with the first day of employment in accordance with the following schedule whenever he/she is on paid status: 16 hours per month (0-5 years); 20 hours per month (6-10 years); 22 hours per month (11-15 years); 24 hours per month (16-20 years); and 26 hours per month (21 years or more).
- ◆ Maximum accumulation of personal leave time shall not exceed 528 hours, except when the employee is unable to use personal leave time as a result of illness, disability, operation, or other considerations beyond the employee's control.

### Sick Leave

- ◆ Upon employment, the employee receives a sick leave bank of 30 hours, with an additional 30 hours added after three months.
- ◆ Thereafter, sick leave accrues at the rate of five hours each pay period (or 10 hours/month) to a maximum of 1,060 hours.

### Employee Assistance Program

- ◆ A confidential counseling assessment and referral service is available without cost to employees and family members for help with personal, family or job-related problems.

### Paydays

- ◆ The City of Renton pays employees on the 10th and the 25th of each month (24 pay periods each year).
- ◆ Direct deposit is mandatory.
- ◆ Electronic copies of pay stubs and employee information are available on the Employee Self Service site at: <https://EmployeeServices.rentonwa.gov>

### Uniforms

- ◆ Required uniforms and equipment are provided without cost to the employees issued on a quartermaster system. Uniform cleaning is also provided.

### Union Affiliation

- ◆ Renton Police Guild

