

2026 Police & Fire Chief Benefits Overview

Paid Time Off (PTO) PTO will be available for use on the pay period after it is accrued and is prorated for part time employees. There is a limited annual PTO sellback available with elections made in the prior year – our PTO policy will provide important details.

Years of Service	Semi-Monthly Accrual	Maximum Accumulation	Maximum Payout at Separation
0 to 2	7.5 hours	528 hours	360 hours
2+ to 5	9.17 hours	608 hours	440 hours
5+ to 10	10.17 hours	656 hours	488 hours
10+ to 15	11.17 hours	704 hours	536 hours
15+ to 20	12.17 hours	752 hours	584 hours
20+	13.17 hours	800 hours	632 hours

Holidays 11 per year.

Exempt Leave Annual 40 hours (no carry over allowed), prorated for newly eligible/hired & part time employees.

Bereavement Leave Up to 40 hours if a death occurs in your immediate family, prorated for part-time employees.

Employee Assistance Program (EAP) ComPsych GuidanceResources EAP provides employees and their family with **free and confidential** resources. Services, webinars, resources and more for all aspects of life. Details here: [EAP \(mycovbenefits.com\)](https://mycovbenefits.com).

Healthcare Coverage Medical, Vision, Dental, Health Savings Account (HSA), Flexible Spending Accts (FSA) and a Medical Opt-out option. Benefits begin on the first of the month after your hire date. Premiums pro-rated for part-time employees **Employee Premiums (mycovbenefits.com)**. Dental is provided to full time employees and their families at no cost. Plan summaries, documents, comparisons and more found by visiting the links below.

Medical/Rx	Vision	Dental
HSA	FSA	

Long Term Disability (LTD) Employer paid and provides 66 2/3% of base salary after a six-month waiting period. Details can be found here: [Long Term Disability \(mycovbenefits.com\)](https://mycovbenefits.com).

Basic Life and Accidental Death & Dismemberment (AD&D) Employer paid at 2 x your annual salary, up to \$300,000. Details can be found here: [Basic Life and AD&D \(mycovbenefits.com\)](https://mycovbenefits.com).

Voluntary Life and Accidental Death & Dismemberment (AD&D) Guaranteed Issue (GI) of up to \$100,000 (employee) and up to \$20,000 (spouse), GI is only available within 30 days of hire or becoming newly eligible for Life/AD&D. Details can be found here: [Voluntary Life and AD&D \(mycovbenefits.com\)](https://mycovbenefits.com).

Pension through DRS (LEOFF 2) Mandatory employee and employer pre-tax contributions to LEOFF 2 pension plan. Additional information: [LEOFF \(mycovbenefits.com\)](https://mycovbenefits.com).

Deferred Compensation Plan – 401(a) Mandatory enrollment of 1% of base salary with a 1% City match.

Deferred Compensation Plan – 457(b) Employees may contribute pre-tax and/or post-tax dollars to Nationwide. Details here: [457 \(mycovbenefits.com\)](https://mycovbenefits.com).

Commute Trip Reduction (CTR) Monthly stipend or free bus pass. Details and requirements here: [CTR \(mycovbenefits.com\)](https://mycovbenefits.com).

Tuition Assistance Program for City employment-related education and professionally recognized certification programs.

Optional Self-Pay Plans 100% Employee Paid, click on the links below for details.

AFLAC	LegalShield	MFS
Cancer, Short Term Disability, Accident, Hospital Advantage, Critical Care	Pre-Paid Legal Services	529 College Savings Plan