



**TCOMM 911**  
POLICE | FIRE | MEDICAL  
Your Emergency – Our Priority

**January 1, 2026**

## **BENEFIT INFORMATION**

### **LEAVE INFORMATION**

**SICK LEAVE:** Employees receive 96 hours of sick leave per year.

**VACATION LEAVE:** Employees receive 96 hours of vacation leave per year initially. Vacation leave accrual rate increases occur on an employee's anniversary date.

**HOLIDAYS:** Employees receive 13 paid holidays per year.

### **HEALTH AND WELFARE BENEFITS THROUGH ASSOCIATION OF WASHINGTON CITIES (AWC)**

**MEDICAL COVERAGE:** Choice of two medical plans for regular employees and their dependents with Regence HealthFirst or Kaiser Permanente. TCOMM 911 pays 100% of regular full-time employees' premiums, and contributes either \$1,100 per month or 90% toward dependent benefit costs depending on the employee's collective bargaining agreement.

**VISION:** Vision coverage is offered through VSP for the employee and dependents. TCOMM 911 pays 100% of regular full-time employee's premiums.

**DENTAL COVERAGE:** Choice of two dental programs for the employee and dependents. TCOMM 911 pays 100% of regular full-time employee's premiums.

**LIFE INSURANCE AND LONG-TERM DISABILITY:** TCOMM 911 provides an employer paid life insurance benefit of \$36,000 for all regular full-time employees. Supplemental life and supplemental spousal life insurance are available at the employee's expense. Regular full-time employees also receive employer paid long-term disability coverage with a 90-day waiting period and payment is at 60% of the employee's monthly salary.

**EMPLOYEE ASSISTANCE PROGRAM (EAP):** TCOMM 911's EAP program is provided by ComPsych and offered to employees and their families.

**WELLNESS PROGRAM:** TCOMM 911 offers fun and engaging wellness activities throughout the year, and have earned AWC's WellCity designation for the past 14 years.

### **ADDITIONAL BENEFITS**

**RETIREMENT:** TCOMM 911 Public Safety Telecommunicators and Public Safety Telecommunications Supervisors participate in the Washington State Department of Retirement Systems (DRS) Public Safety Employee Retirement System (PSERS), and will be automatically enrolled in PSERS Plan 2. All other employees participate in the DRS Public Employee Retirement System (PERS). PERS Plan 2 is a defined benefit plan, and PERS Plan 3 is a defined benefit plan that includes a member-funded defined contribution

component. Employees new to PERS will select PERS Plan 2 or PERS Plan 3 within 90 days of initial hire. New hires who were previously PERS members will complete new enrollment and beneficiary forms upon their transition to TCOMM 911. Those who are PERS Plan 3 members will have the opportunity to elect a new contribution rate during their initial hire with TCOMM 911.

**DEFERRED COMPENSATION PROGRAM:** TCOMM 911 employees have access to a deferred compensation program and financial planning through DecisionPoint Financial. TCOMM offers a 2%-4% deferred compensation match depending on the employee's collective bargaining agreement.

**PAY PERIODS:** TCOMM 911 has 24 payroll periods. Pay dates occur on the 10<sup>th</sup> and 25<sup>th</sup> of each month and checks are deposited via direct deposit.

If you have additional payroll or benefits questions, please contact Aaron Moe, Human Resources Manager at 360-704-2733 or [aaron.moe@tcomm911.org](mailto:aaron.moe@tcomm911.org).