

**City of Bremerton Benefits Summary
Police Officers Guild**

Group Insurance (regular employees only) Effective the first of the month following the date of hire, regular employees are eligible for the City's medical and dental insurance plans.

Currently, the City pays the premium for your choice of one of two health insurance plans, Group Health or KPS Plan A. To cover dependents on KPS or Group Health you pay 10% of the premium. Dependents may be added only when there is a change in family status or at annual open enrollment. Detailed coverage and rate information is available from Human Resources.

The City provides a dental plan through Washington Dental Service for both you and your dependents at no cost to you. Dependents must be added when you are hired, within 30 days of birth or adoption, or during open enrollment.

STIPEND IN LIEU OF MEDICAL COVERAGE - An employee who waives the right to obtain medical insurance coverage through the City and who provides proof of credible coverage through his/her spouse or other source shall be entitled to receive a stipend of one hundred fifty dollars (\$150.00) per month, payable in the amount of seventy-five dollars (\$75.00) per pay. Employees shall be required to notify Human Resources, in writing, during open enrollment, of their desire to waive medical coverage, or at anytime during the year if a qualifying event occurs which would change their status (e.g. marriage, divorce, spouse loss of job or medical coverage).

Life Insurance The City provides life insurance coverage in the amount of \$50,000.

Retirement/Disability The City provides a comprehensive retirement program through the Law Enforcement Officers' and Fire Fighters' Retirement System (LEOFF). If you have an account established in LEOFF prior to October 1, 1977, Plan 1 would apply. Otherwise, you will be enrolled in Plan 2.

	<u>Employee Contribution</u>	<u>City Contribution</u>
LEOFF 1	0.00%	0.16%
LEOFF II	8.45%	5.23%

The LEOFF plans are defined benefit plans to be taken when you qualify for retirement. The amount of the benefit is determined by service credit and average final compensation with a minimum of 5 years service for vesting. Employees enrolled in LEOFF Plan 2 may enroll in Long Term Disability through Standard Insurance Company with the City paying a maximum of \$20 toward the premium costs. See your plan booklet for further information.

Deferred Compensation You may choose from three different plans. The City will **match** your contribution up to 4% of your base monthly wage. You may contribute with a minimum of \$30 per month and a maximum annual combined (employer and employee) contribution of \$16,500.

Holidays The City observes the following holidays plus one floating holiday (granted after six months of employment):

New Year's Day

Labor Day

Martin Luther King's Birthday
 President's Day
 Memorial Day
 Independence Day

Veteran's Day
 Thanksgiving Day
 Day after Thanksgiving
 Christmas Day

Holidays that fall on Saturday are observed the preceding Friday. Holidays that fall on Sunday are observed on Monday. Police Officers required to work holidays will received Premium Holiday Compensation at 1 ½ times the employee's hourly rate of pay. Non-uniform employees shall accrue an additional day of vacation for each of the following holidays: President's Day, Martin Luther King's Birthday, Veteran's Day, and the Day after Thanksgiving.

Vacation Leave Employees are eligible to take vacation after 6 months employment. Vacation is accrued as follows:

First 5 years	104 hrs/year	10 th year	152 hrs/year	15 th year	192 hrs/year
6 th year	120 hrs/year	11 th year	160 hrs/year	16 th year	200 hrs/year
7 th year	128 hrs/year	12 th year	168 hrs/year	17 th year	
8 th year	136 hrs/year	13 th year	176 hrs/year	& after	208 hrs/year
9 th year	144 hrs/year	14 th year	184 hrs/year		

Maximum carry-over from one calendar year to the next is as follows:

Years of Continuous Employment	Maximum Balance
0-2 Years	160 Hours
2-5 Years	200 Hours
5-10 Years	240 Hours
10-15 Years	280 Hours
15-20 Years	320 Hours
20 +Years	360 Hours

Sick Leave Sick leave is accrued at the rate of 96 hours per year (.046154 per regular hour worked) and is credited to your sick leave balance each pay period. The maximum accrual is 1200 hours as of November of each year. Employees who use 32 or fewer hours a year in a calendar year will have an incentive of 8 hours added to their vacation balance.

Bereavement & Emergency Leave You may use up to 3 days (5 days for out of state funerals) of accrued sick leave, vacation leave, or unpaid leave upon the death of a member of your immediate family. You may use vacation or floating holiday leave in the event of an unforeseen emergency. You need to notify your supervisor promptly.

Educational Incentive Employees shall be eligible to receive Educational Incentive pay according to the following after passing their probationary period:

Associate's degree or equivalent (90 quarter or 60 semester hours)	Two Percent
Bachelor's Degree	Four Percent

For additional information refer to the BPOG Union Contract or contact Human Resources 473-5846.