

City of Bremerton Benefits Summary Police Officers Guild

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

Currently, the City pays the premium for your choice of one of two health insurance plans, Kaiser Permanente or LEOFF Trust Plan F. To cover dependents on the Kaiser Permanente or LEOFF Trust plan you pay 10% of the premium. Dependents may be added when hired, within 60 days of birth or adoption, during the annual open enrollment, or within 30 days for other qualifying events (e.g. marriage, divorce, spouse loss of job or medical coverage). 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 may be added when hired, within 60 days of birth or adoption, during the annual open enrollment, or, within 30 days for other qualifying events (e.g. marriage, divorce, spouse loss of job or medical coverage).

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 per month as follows:

Employee Only	\$150.00 (\$75.00 per pay period)
Employee & Spouse	\$300.00 (\$150.00 per pay period)
Employee, Spouse & 1 Dependent	\$350.00 (\$175.00 per pay period)
Employee, Spouse & 2 Dependents	\$400.00 (\$200.00 per pay period)
Employee & 1 Dependent	\$300.00 (\$150.00 per pay period)
Employee & 2 Dependents	\$350.00 (\$175.00 per pay period)

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.

RETIREMENT MEDICAL SAVINGS ACCOUNTS: The City contributes one hundred dollars (\$100.00) per month on behalf of each employee to a Health Reimbursement Arrangement (HRA) through Voluntary Employee Benefits Association (VEBA) trust. The employee contributes thirty dollars (\$30.00) per month to the same fund.

Life Insurance The City provides Life Insurance coverage in the amount \$200,000.

Retirement 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 I would apply. Otherwise, you will be enrolled in Plan II.

	<u>Employee Contribution</u>	<u>City Contribution</u>
LEOFF II	8.53%	5.30%

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 five years' service for vesting. Employees enrolled in LEOFF Plan II may enroll in Long Term Disability through Standard Insurance Company with the City paying a maximum of \$30.00 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 5.50% of your base monthly wage. This does not apply to employees who have 15 or more years of service with the City of Bremerton. You may contribute with a minimum of \$30.00 per month and a maximum annual combined (employer and employee) contribution of \$20,500.00.

Dependent Verifications In order to comply with the Affordable Healthcare Act your Health Insurance carriers will request dependent verifications. These may come from the LEOFF Trust, AWC or a company that provides service for

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the carrier, such as Alight. Not responding may cause loss of benefits for your dependents. If you are unsure of a request, please check with your insurance carrier or with Human Resources.

Holidays The City observes the following holidays plus one floating holiday:

New Year's Day	Labor Day
Martin Luther King's Birthday	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth	Christmas Day
Independence 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 receive Premium Holiday Compensation at 1½ 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 six months employment. Vacation is accrued as follows:

First 5 years	104 hrs/year	10 th year	152 hrs/year	14 th year	184 hrs/year
6 th year	120 hrs/year	11 th year	160 hrs/year	15 th year	192 hrs/year
7 th year	128 hrs/year	12 th year	168 hrs/year	16 th year	200 hrs/year
8 th year	136 hrs/year	13 th year	176 hrs/year	17 th year & after	208 hrs/year
9 th year	144 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. Employees who use 42.66 or fewer hours in a calendar year will have an incentive of eight hours added to their vacation balance.

Bereavement Leave Employees will be granted three days bereavement leave for attending funerals in the State of Washington and five days of bereavement leave for out of state funerals of members of the employee's immediate family. An employee will be granted up to three days of paid bereavement leave annually compensated at the employee's current rate of pay. Additional time off for bereavement leave shall be charged against an employee's vacation/holiday, sick leave or compensatory time leave balance, at the option of the employee. 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)	2%
Bachelor's Degree	4%

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