

**City of Bremerton Benefits Summary**  
**Police Management Association**

**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 F, 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 any time during the year if a qualifying event occurs which would change their status.

**Life Insurance** The City provides Life Insurance coverage in the amount \$200,000.00.

**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>
<b>LEOFF II</b>	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 \$20.00 toward the premium costs. See your plan booklet for further information.

**Deferred Compensation** You may choose from several plans. The City will contribute 5.50% of your base monthly wage. You may contribute with a minimum of \$30.00 per month and a maximum annual combined (employer and employee) contribution of \$20,500.00.

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**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. You must take your floating holiday by 12/31 or it will be forfeited.

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

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

Maximum carry-over from one calendar year to the next is 160 hours for the first five years and 300 hours after five years. Employees will be paid for any accrual over 300 hours up to a maximum of 80 hours. Any hours in excess of 80 will be forfeited.

**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 1,200 hours. Employees who use 32 or fewer hours a year in a calendar year will have an incentive of eight hours added to their vacation balance.

**Bereavement Leave** You may use up to three days (seven 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:

Associate’s Degree or equivalent (90 quarter or 60 semester hours)	2%
Bachelor’s Degree	4%

**Management Certifications** An employee who currently holds or obtains management certifications through the Washington State Criminal Justice Training Commission will receive additional compensation for each certification as listed below:

Middle Management Certification	1.75%
Executive Certification	2.5%

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**For additional information refer to the BPMA Union Contract or contact Human Resources at 360-473-5846.**