

City of Bremerton Benefits Summary
International Association of Fire Fighters Local 437

Group Insurance 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, Kaiser Permanente or LEOFF Trust Plan B. To cover dependents on the Kaiser Permanente or LEOFF Trust Plan B 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 of a qualifying event (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 of a qualifying event (e.g. marriage, divorce, spouse loss of job or medical coverage).

Disability & Life Insurance The City pays each employee \$50.00 per month toward the cost of Short Term Disability, Long Term Disability, and Life insurance. Life insurance is available through payroll deduction in amounts from \$10,000.00 to \$500,000.00. Your union representative will assist you with enrollment.

Medical Expense Reimbursement Plan: The City will contribute \$30.00 per month to the WSCFF MERP for each eligible LEOFF II bargaining unit member, and the employee shall contribute \$45.00 for a total of \$75.00. The \$45.00 deduction shall be made on a pre-tax basis on behalf of the employee to the WSCFF MERP.

Effective 01/01/2023 - These contributions shall be included as part of salary for the purpose of calculating retirement benefits. The City will contribute \$55.00 per month to the WSCFF MERP for each eligible LEOFF II bargaining unit member, and the employee shall contribute \$75.00 for a total of \$130.00.

Health Reimbursement Arrangement (HRA) The City will contribute the following amounts to an HRA for employees:

Employee only coverage – (\$2,700.00 annually) \$1,350.00 paid on the pay period ending January 15th and \$1,350.00 paid on the pay period ending July 15th.

Employee and dependents (\$4,700.00 annually) \$2,350.00 paid on the pay period ending January 15th and \$2,350.00 paid on the pay period ending July 15th.

Retirement The City provides a comprehensive retirement program through the Law Enforcement Officers' and Fire Fighters' Retirement System (LEOFF).

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

The LEOFF plan is 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. See your plan booklet for further information.

Deferred Compensation You may choose from several plans. The City will match your contribution up to 5.50% of your monthly pay rate. You may contribute with a minimum of \$30.00 per month and a maximum annual combined (employer and employee) contribution of \$20,500.00. See Union Contract for more detailed information.

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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. Shift personnel will receive 3.666 vacation hours per pay period in lieu of all holidays. See Union Contract for more detailed information.

Vacation Leave Employees accrue vacation time at a rate per pay period according to the following schedule:

Years of Service	VL Hrs Earned per pay Non-shift employees	Annual Accrual	Holidays Earned	Total	VL Hrs earned per pay Shift employees	Annual Accrual	Holidays Earned	Total
Hire – 5 yrs.	4.375 hrs	105 hours	88 hours	192 hours	6.066 hours	146 hours	88 hours	234 hours
6 th – 10 th yr.	6.166 hrs	148 hours	88 hours	236 hours	8.416 hours	202 hours	88 hours	290 hours
11 th – 15 th yr.	7.333 hrs	176 hours	88 hours	264 hours	10.266 hours	246 hours	88 hours	334 hours
16 th –20 th yr.	8.600 hrs	206 hours	88 hours	294 hours	12.040 hours	289 hours	88 hours	377 hours
21 st yrs or >	8.917 hrs	214 hours	88 hours	302 hours	13.00 hours	312 hours	88 hours	400 hours

Maximum carry-over from one calendar year to the next is 160 (210 shift) hours for the first five years and 240 (315 shift) after five years.

Sick Leave Shift employees' sick leave is accrued at a rate of eight hours each pay period for the first five years of employment. Sick leave is accrued at a rate of four hours (5.25 for shift personnel after five years) each pay period. The maximum accrual is 960 hours (1,440 for shift personnel).

Non-probationary employees who do not use any collectively bargained sick days between January 1st and December 31st will have eight hours for non-shift personnel and 11.2 hours for shift personnel of vacation added to their balance on the pay period ending January 31st.

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

Associates Degree	1% of base pay per month
Bachelors Degree	2% of base pay per month

Bereavement An employee will be granted up to 48 hours of bereavement leave annually for attending funerals in the state of Washington, but no more than 24 hours per occurrence, and up to forty-eight (48) hours annually for attending out-of-state funerals for members of the employee's immediate family. All time off for bereavement leave in excess of 48 hours shall be charged against an employee's vacation/holiday, sick leave or compensatory time leave balance at the option of the employee.

For additional information refer to the IAFF Union Contract or contact Human Resources at 360-473-5846)