

APPENDIX A

TO THE AGREEMENT BY AND BETWEEN THE CITY OF BREMERTON AND THE BREMERTON POLICE OFFICERS GUILD
Effective January 1, 2026 to December 31, 2026
BPOG Pay Plan with 3.5% CPI Adjustment

Effective January 1, 2026, the base rates of pay for employees shall be as follows:

Annual salary based on 2088 hours per year for 2026.

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Corporal/MPO</u>
Police Officer	Annual	96,235.92	99,869.04	104,441.76	109,098.00	118,556.64	124,570.08
	Monthly	8,019.66	8,322.42	8,703.48	9,091.50	9,879.72	10,380.84
	Semi-Monthly	4,009.83	4,161.21	4,351.74	4,545.75	4,939.86	5,190.42
	Hourly	46.09	47.83	50.02	52.25	56.78	59.66
+Longevity	Base +1.25% Hourly	46.67	48.43	50.65	52.90	57.49	60.41
	Base +1.25% Semi-Monthly	4,060.29	4,213.41	4,406.55	4,602.30	5,001.63	5,255.67
	Base +2.50% Hourly	47.24	49.03	51.27	53.56	58.20	61.15
	Base +2.50% Semi-Monthly	4,109.88	4,265.61	4,460.49	4,659.72	5,063.40	5,320.05
	Base +9.25% Hourly	50.35	52.25	54.65	57.08	62.03	65.18
	Base +9.25% Semi-Monthly	4,380.45	4,545.75	4,754.55	4,965.96	5,396.61	5,670.66
	Base +10.50% Hourly	50.93	52.85	55.27	57.74	62.74	65.92
	Base +10.50% Semi-Monthly	4,430.91	4,597.95	4,808.49	5,023.38	5,458.38	5,735.04
	Base +12.00% Hourly	51.62	53.57	56.02	58.52	63.59	66.82
	Base +12.00% Semi-Monthly	4,490.94	4,660.59	4,873.74	5,091.24	5,532.33	5,813.34
Deferred Comp. 5.50%		220.54	228.87	239.35	250.02	271.69	285.47

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Sergeant	Annual	132,922.08	135,824.40	138,684.96	141,712.56	144,552.24
	Monthly	11,076.84	11,318.70	11,557.08	11,809.38	12,046.02
	Semi-Monthly	5,538.42	5,659.35	5,778.54	5,904.69	6,023.01
	Hourly	63.66	65.05	66.42	67.87	69.23
+Longevity	Base +1.25% Hourly	64.46	65.86	67.25	68.72	70.10
	Base +1.25% Semi-Monthly	5,608.02	5,729.82	5,850.75	5,978.64	6,098.70
	Base +2.50% Hourly	65.25	66.68	68.08	69.57	70.96
	Base +2.50% Semi-Monthly	5,676.75	5,801.16	5,922.96	6,052.59	6,173.52
	Base +9.25% Hourly	69.55	71.07	72.56	74.15	75.63
	Base +9.25% Semi-Monthly	6,050.85	6,183.09	6,312.72	6,451.05	6,579.81
	Base +10.5% Hourly	70.34	71.88	73.39	75.00	76.50
	Base +10.5% Semi-Monthly	6,119.58	6,253.56	6,384.93	6,525.00	6,655.50
	Base +12.00% Hourly	71.30	72.86	74.39	76.01	77.54
	Base +12.00% Semi-Monthly	6,203.10	6,338.82	6,471.93	6,612.87	6,745.98
Deferred Comp. 5.50%		304.61	311.26	317.82	324.76	331.27

SERGEANT CLASSIFICATION - Any employee who is promoted to the classification of Sergeant shall be placed at Step 3 of the Sergeant classification, provided, however, an employee hired as a Sergeant through a lateral transfer, having not served as a police officer with the City of Bremerton, may be placed into Step 1 of the Sergeant classification.