

APPENDIX A

TO THE AGREEMENT BY AND BETWEEN THE CITY OF BREMERTON AND THE BREMERTON POLICE OFFICERS GUILD
 Effective January 1, 2018 to December 31, 2018
 BPOG Pay Plan with 3.00% CPI Adjustment for 2018

Effective January 1, 2018, the base rates of pay for employees shall be as follows:

Annual salary based on 2088 hours per year for 2018.

		<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	69,927.12	72,558.00	75,898.80	79,281.36	86,150.88	90,493.92
	Monthly	5,827.26	6,046.50	6,324.90	6,606.78	7,179.24	7,541.16
	Semi-Monthly	2,913.63	3,023.25	3,162.45	3,303.39	3,589.62	3,770.58
	Hourly	33.49	34.75	36.35	37.97	41.26	43.34
+Longevity	Base +1.25% Hourly	33.91	35.18	36.80	38.44	41.78	43.88
	Base +1.25% Semi-Monthly	2,950.17	3,060.66	3,201.60	3,344.28	3,634.86	3,817.56
	Base +2.50% Hourly	34.33	35.62	37.26	38.92	42.29	44.42
	Base +2.50% Semi-Monthly	2,986.71	3,098.94	3,241.62	3,386.04	3,679.23	3,864.54
	Base +9.25% Hourly	36.59	37.96	39.71	41.48	45.08	47.35
	Base + 9.25% Semi-Monthly	3,183.33	3,302.52	3,454.77	3,608.76	3,921.96	4,119.45
	Base +10.50% Hourly	37.01	38.40	40.17	41.96	45.59	47.89
	Base +10.50% Semi-Monthly	3,219.87	3,340.80	3,494.79	3,650.52	3,966.33	4,166.43
	Base +12.00% Hourly	37.51	38.92	40.71	42.53	46.21	48.54
	Base +12.00% Semi-Monthly	3,263.37	3,386.04	3,541.77	3,700.11	4,020.27	4,222.98
Deferred Comp. 5.50%		160.25	166.28	173.93	181.69	197.43	207.38

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u> (OIC)	<u>Step 4</u>	<u>Step 5</u>
Sergeant	Annual	96,549.12	98,658.00	100,725.12	102,938.40	105,005.52
	Monthly	8,045.76	8,221.50	8,393.76	8,578.20	8,750.46
	Semi-Monthly	4,022.88	4,110.75	4,196.88	4,289.10	4,375.23
	Hourly	46.24	47.25	48.24	49.30	50.29
+Longevity	Base +1.25% Hourly	46.82	47.84	48.84	49.92	50.92
	Base +1.25% Semi-Monthly	4,073.34	4,162.08	4,249.08	4,343.04	4,430.04
	Base +2.50% Hourly	47.40	48.43	49.45	50.53	51.55
	Base +2.50% Semi-Monthly	4,123.80	4,213.41	4,302.15	4,396.11	4,484.85
	Base +9.25% Hourly	50.52	51.62	52.70	53.86	54.94
	Base + 9.25% Semi-Monthly	4,395.24	4,490.94	4,584.90	4,685.82	4,779.78
	Base +10.5% Hourly	51.10	52.21	53.31	54.48	55.57
	Base +10.5% Semi-Monthly	4,445.70	4,542.27	4,637.97	4,739.76	4,834.59
	Base +12.00% Hourly	51.79	52.92	54.03	55.22	56.32
	Base +12.00% Semi-Monthly	4,505.73	4,604.04	4,700.61	4,804.14	4,899.84
Deferred Comp. 5.50%		221.26	226.09	230.83	235.90	240.64

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.

APPENDIX A

TO THE AGREEMENT BY AND BETWEEN THE CITY OF BREMERTON AND THE BREMERTON POLICE OFFICERS GUILD
 Effective January 1, 2019 to December 31, 2019
 BPOG Pay Plan with 2.5% CPI Adjustment for 2019

Effective January 1, 2019, the base rates of pay for employees shall be as follows:

Annual salary based on 2088 hours per year for 2019.

		<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	71,681.04	74,374.56	77,798.88	81,264.96	88,301.52	92,748.96
	Monthly	5,973.42	6,197.88	6,483.24	6,772.08	7,358.46	7,729.08
	Semi-Monthly	2,986.71	3,098.94	3,241.62	3,386.04	3,679.23	3,864.54
	Hourly	34.33	35.62	37.26	38.92	42.29	44.42
+Longevity	Base +1.25% Hourly	34.76	36.07	37.73	39.41	42.82	44.98
	Base +1.25% Semi-Monthly	3,024.12	3,138.09	3,282.51	3,428.67	3,725.34	3,913.26
	Base +2.50% Hourly	35.19	36.51	38.19	39.89	43.35	45.53
	Base +2.50% Semi-Monthly	3,061.53	3,176.37	3,322.53	3,470.43	3,771.45	3,961.11
	Base +9.25% Hourly	37.51	38.91	40.71	42.52	46.20	48.53
	Base + 9.25% Semi-Monthly	3,263.37	3,385.17	3,541.77	3,699.24	4,019.40	4,222.11
	Base +10.50% Hourly	37.93	39.36	41.17	43.01	46.73	49.08
	Base +10.50% Semi-Monthly	3,299.91	3,424.32	3,581.79	3,741.87	4,065.51	4,269.96
	Base +12.00% Hourly	38.45	39.89	41.73	43.59	47.36	49.75
	Base +12.00% Semi-Monthly	3,345.15	3,470.43	3,630.51	3,792.33	4,120.32	4,328.25
Deferred Comp. 5.50%		164.27	170.44	178.29	186.23	202.36	212.55

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Sergeant	Annual	98,971.20	101,142.72	103,272.48 (OIC)	105,527.52	107,657.28
	Monthly	8,247.60	8,428.56	8,606.04	8,793.96	8,971.44
	Semi-Monthly	4,123.80	4,214.28	4,303.02	4,396.98	4,485.72
	Hourly	47.40	48.44	49.46	50.54	51.56
+Longevity	Base +1.25% Hourly	47.99	49.05	50.08	51.17	52.20
	Base +1.25% Semi-Monthly	4,175.13	4,267.35	4,356.96	4,451.79	4,541.40
	Base +2.50% Hourly	48.59	49.65	50.70	51.80	52.85
	Base +2.50% Semi-Monthly	4,227.33	4,319.55	4,410.90	4,506.60	4,597.95
	Base +9.25% Hourly	51.78	52.92	54.04	55.21	56.33
	Base + 9.25% Semi-Monthly	4,504.86	4,604.04	4,701.48	4,803.27	4,900.71
	Base +10.5% Hourly	52.38	53.53	54.65	55.85	56.97
	Base +10.5% Semi-Monthly	4,557.06	4,657.11	4,754.55	4,858.95	4,956.39
	Base +12.00% Hourly	53.09	54.25	55.40	56.60	57.75
	Base +12.00% Semi-Monthly	4,618.83	4,719.75	4,819.80	4,924.20	5,024.25
Deferred Comp. 5.50%		226.81	231.79	236.67	241.83	246.71

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APPENDIX A

TO THE AGREEMENT BY AND BETWEEN THE CITY OF BREMERTON AND THE BREMERTON POLICE OFFICERS GUILD
 Effective January 1, 2020 to December 31, 2020
 BPOG Pay Plan with 2.5% CPI Adjustment for 2020

Effective January 1, 2020, the base rates of pay for employees shall be as follows:

Annual salary based on 2096 hours per year for 2020.

		<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	73,758.24	76,524.96	80,046.24	83,609.44	90,861.60	95,430.88
	Monthly	6,146.52	6,377.08	6,670.52	6,967.45	7,571.80	7,952.57
	Semi-Monthly	3,073.26	3,188.54	3,335.26	3,483.73	3,785.90	3,976.29
	Hourly	35.19	36.51	38.19	39.89	43.35	45.53
+Longevity	Base +1.25% Hourly	35.63	36.97	38.67	40.39	43.89	46.10
	Base +1.25% Semi-Monthly	3,111.69	3,228.71	3,377.18	3,527.39	3,833.06	4,026.07
	Base +2.50% Hourly	36.07	37.42	39.14	40.89	44.43	46.67
	Base +2.50% Semi-Monthly	3,150.11	3,268.01	3,418.23	3,571.06	3,880.22	4,075.85
	Base +9.25% Hourly	38.45	39.89	41.72	43.58	47.36	49.74
	Base +9.25% Semi-Monthly	3,357.97	3,483.73	3,643.55	3,805.99	4,136.11	4,343.96
	Base +10.50% Hourly	38.88	40.34	42.20	44.08	47.90	50.31
	Base +10.50% Semi-Monthly	3,395.52	3,523.03	3,685.47	3,849.65	4,183.27	4,393.74
	Base +12.00% Hourly	39.41	40.89	42.77	44.68	48.55	50.99
	Base +12.00% Semi-Monthly	3,441.81	3,571.06	3,735.25	3,902.05	4,240.03	4,453.13
Deferred Comp. 5.50%		169.03	175.37	183.44	191.61	208.22	218.70

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u> (OIC)	<u>Step 4</u>	<u>Step 5</u>
Sergeant	Annual	101,823.68	104,045.44	106,225.28	108,551.84	110,731.68
	Monthly	8,485.31	8,670.45	8,852.11	9,045.99	9,227.64
	Semi-Monthly	4,242.66	4,335.23	4,426.06	4,523.00	4,613.82
	Hourly	48.58	49.64	50.68	51.79	52.83
+Longevity	Base +1.25% Hourly	49.19	50.26	51.31	52.44	53.49
	Base +1.25% Semi-Monthly	4,295.93	4,389.37	4,481.07	4,579.76	4,671.46
	Base +2.50% Hourly	49.79	50.88	51.95	53.08	54.15
	Base +2.50% Semi-Monthly	4,348.33	4,443.52	4,536.97	4,635.65	4,729.10
	Base +9.25% Hourly	53.07	54.23	55.37	56.58	57.72
	Base +9.25% Semi-Monthly	4,634.78	4,736.09	4,835.65	4,941.32	5,040.88
	Base +10.5% Hourly	53.68	54.85	56.00	57.23	58.38
	Base +10.5% Semi-Monthly	4,688.05	4,790.23	4,890.67	4,998.09	5,098.52
	Base +12.00% Hourly	54.41	55.60	56.76	58.00	59.17
Base +12.00% Semi-Monthly	4,751.81	4,855.73	4,957.04	5,065.33	5,167.51	
Deferred Comp. 5.50%		233.35	238.44	243.43	248.77	253.76

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