

**City of Bremerton Benefits Summary  
Non-Represented Part-Time, Temporary and Seasonal Employees**

**Sick Leave** Sick leave is accrued at the rate of one (1) hour of paid sick leave for every forty (40) hours you work.

You may use this accrued sick leave for the following reasons:

- To care for yourself or a family member (please refer to Human Resources Policy Paid Sick Leave for Part-Time, Temporary and Seasonal Employees for a list of eligible family members).
- When you or a family member is the victim of sexual assault, domestic violence, or stalking.
- In the even our business or your child’s school or place of care is closed by a public official for any health-related reason.

The City of Bremerton’s accrual year is January 1<sup>st</sup> through December 31<sup>st</sup>. Forty (40) hours of unused, accrued paid sick leave will be carried over to the next year. Accrued, unused leave over forty (40) hours will be forfeited.

You may use accrued paid sick leave beginning ninety (90) calendar days after the start of your employment.

**Retirement.** Your position may be eligible for the City’s retirement plan. The City provides a comprehensive retirement program through the Public Employment Retirement System (PERS) or Public Safety Employees Retirement System (PSERS). If you have not already made a plan choice, you have the option of Plan 2 or Plan 3. You have 90 days from your employment date to choose between Plan 2 and Plan 3. If you have not decided within 90 days of employment, you will automatically be enrolled in Plan 2. PSERS Plan 2 was created by the 2004 Legislature for certain public employees whose jobs contain a high degree of physical risk to their own personal safety. Employees hired into eligible PSERS positions on or after July 1, 2006 will automatically become members of PSERS.

	<u>Employee Contribution</u>	<u>City Contribution</u>
<b>PERS Plan 2</b>	6.36%	9.53%
<b>PERS Plan 3</b>	Employee’s Decision	9.53%
<b>PSERS Plan 2</b>	6.73%	9.90%

The PERS plan 2 is a defined benefit plan to be taken when you qualify for retirement. Service credit and average final compensation with a minimum of 5 years service for vesting determine the amount of the benefit. Plan 3 is a combination of defined benefit plan and a defined contribution plan. See your plan booklets for further information.

**For additional information contact Human Resources at (360) 473-5348.**