

City of Bremerton Benefits Summary Management & Professional Employees

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 Regence HealthFirst 250. To cover dependents on Kaiser Permanente or Regence, you pay 20% 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.

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 of between two hundred fifty dollars (\$250.00) and four hundred dollars (\$400.00) per month, depending on the number of eligible dependents. Employees will receive one-half of the monthly amount each pay period. Employees shall be required to notify Human Resources, in writing, during open enrollment, of their desire to waive medical coverage, or at anytime during the year if a qualifying event occurs which would change their status.

Dental Plan 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).

VSP Vision Plan The City provides vision coverage for both employee and dependents at no cost to the employee. 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).

Life Insurance Life Insurance is available at the employee's expense in amounts from \$10,000 to \$500,000. You may enroll when hired or at annual open enrollment.

Voluntary Long-Term Disability (LTD) – LTD coverage is available at the employee's expense. LTD will pay you up to 60% of your salary if you become disabled for more than 90 days due to the same or a related sickness or injury, which must be accumulated within a 180-day period.

Voluntary Short Term Disability (STD) STD coverage is available at the employee's expense. Monthly benefit amounts from \$400 - \$5,000 (offered in increments of \$100). Maximum income replacement is 66 2/3% of income. Benefit periods are 3 months; 6 months; 12 months; or 24 months.

Retirement The City provides a comprehensive retirement program through the Public Employment Retirement System (PERS). 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.

	<u>Employee Contribution</u>	<u>City Contribution</u>
PERS Plan 2	6.36%	9.53%
PERS Plan 3	Employee's Decision	9.53%
PERS JMB	15.90%	9.53%

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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 five 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.

Deferred Compensation You may choose between three different plans. The City will contribute 4% of your gross monthly wages. If you wish, you may also contribute with a minimum of \$30 per month and a maximum annual combined contribution (employer and employee) of \$23,000. You have **30 days** to return your plan choice to Human Resources. If a deferred comp plan choice form has not been received from you within 30 days of employment, you will be enrolled in the State plan at 100% in the Savings Pool.

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 Management and professional staff will be granted vacation days at the first of each year based on years of employment:

Through 2 full years	15 days
Through 5 full years	20 days
After 5 full years	25 days

Sick Leave Sick leave is accrued at the rate of 12 full days per year and is credited to your sick leave balance each pay period. The maximum accrual is 125 days. If you use two or less sick days in a calendar year, an incentive of one vacation day will be added to your vacation balance at the beginning of the following year.

Bereavement Leave You may use up to three days (five 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.

For additional information refer to BMC 2.50 or contact Human Resources at (360) 473-5348.