

City of Bremerton Benefits Summary Teamsters Local Union #589

Group Insurance Effective the first of the month following the date of hire, regular employees are eligible for the City's medical and dental plans. Employees are also eligible for vision insurance on the first day of the month in which the third consecutive monthly premium payment is made on their behalf.

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 any time during the year if a qualifying event occurs which would change their status.

Dental The City provides a dental plan through Washington Dental Service for 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).

Teamsters Welfare Trust Vision Benefit Plan Eligible candidates must participate. Coverage and benefits for new hires begin after one month's contribution is made on your behalf under the lag month eligibility system. For example, if you are a new hire who satisfies the requirements of your collective bargaining agreement, you work enough hours in June and your employer makes a contribution in July (the lag month), your coverage begins August 1. Teamsters Welfare will provide your card to you. See Summary Plan Description for details.

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) and Voluntary Short-Term Disability (STD) – LTD and STD 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. STD can help prepare for short-term disability with benefits that can supplement income to help pay for miscellaneous expenses.

Retirement 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> |
|---------------------|-------------------------------------|---------------------------------|
| PERS Plan 2 | 6.36% | 9.53% |
| PERS Plan 3 | Employee's Decision | 9.53% |
| PSERS Plan 2 | 6.73% | 9.90% |

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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 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.

Deferred Compensation You may choose from three different plans. You may contribute with a minimum of \$30.00 per month and a maximum annual contribution of \$23,000.

Holidays The City observes the following holidays plus one floating holiday (granted after six months of employment):

| | |
|-------------------------------|------------------------|
| 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 Employees are eligible to take vacation after six months of employment. Vacation is accrued as follows:

| | | | | | |
|----------------------|--------------|-----------------------|--------------|-------------------------------|--------------|
| First 5 years | 104 hrs/year | 10 th year | 152 hrs/year | 15 th year | 192 hrs/year |
| 6 th year | 120 hrs/year | 11 th year | 160 hrs/year | 16 th year | 200 hrs/year |
| 7 th year | 128 hrs/year | 12 th year | 168 hrs/year | 17 th year & after | 208 hrs/year |
| 8 th year | 136 hrs/year | 13 th year | 176 hrs/year | | |
| 9 th year | 144 hrs/year | 14 th year | 184 hrs/year | | |

Maximum carryover from one calendar year to the next is 160 hours for the first five years and 240 hours after five years.

Sick Leave Sick leave is accrued at the rate of 96 hours per year (four hours per pay period) and is credited to your sick leave balance each pay period. The maximum accrual is 1,200 hours.

Bereavement Leave Employees will be granted three days (five days for out of state funerals) bereavement leave upon the death of a member of their immediate family. The first three days of time off for bereavement leave will be compensated at the employee's current rate of pay. The additional two days shall be charged against the employee's vacation, floating holiday, sick leave, or comp time balance at the option of the employee.

Dependent Verifications In order to comply with the Affordable Healthcare Act your Health Insurance carriers will request dependent verifications. These may come from Teamsters, AWC or a company that provides service for the carrier, such as Alight. Not responding may cause loss of benefits for your dependents. If you are unsure of a request, please check with your insurance carrier or with Human Resources.

For additional information refer to the Teamsters Union or contact Human Resources at (360) 473-5348.