



CPOA - Represented Benefit Package 2025

SALARIES & PAY INCREASES

- Cost of Living Increase (COLA) on January 1, 2025 at 4%
- Seven salary steps
 - First step increase at 6 months
 - Annual step increase until reaching top step (7)
- Education incentive: 2% for associate degree and 4% for bachelor degree
- Field Training Officer (FTO): 5% of base rate of pay when performing such duties
- Accreditation premium: 1% monthly of base pay rate
- MPO incentive: 4.5% monthly for 7-10 years of service, 5.5% monthly for 11-15 years of service, and 6.5% monthly for 16+ years of service
- Non-assigned MPO sergeants and officers are eligible for longevity: 2% monthly for 7-10 years of service, 3% monthly for 11-15 years of service and 4% monthly for 16+ years of services

WORK SCHEDULES & OVERTIME

- For officers: 5/4 work schedule with the work day consisting of 10.6 hours including time for lunch
- For detectives: 4/10 work schedule with the work day consisting of 10 hours including time for lunch
- Overtime is compensated at the rate of time and one-half for hours worked outside of a regularly scheduled work week
- Compensatory Time: employees have option to receive comp time for overtime hours worked

PAID TIME OFF

- Full-time employees are entitled to vacation as outlined by the following schedule (based off of LE commissioned years of service only):

Length of Service	Hours Per Year	Hours Per Month
0 months – 4 years	96	8
5 years – 9 years	144	12
10 years – 14 years	168	14
15 years – 19 years	192	16
20+ years	240	20

- Sick leave: full-time employees accrue 10 hours per month
- Bereavement: up to 24 hours for death of an immediate family member
- Holidays
- Members are granted 148 hours of annual holiday time each year in lieu of holidays (prorated for new hires)
- Paid Family and Medical Leave: State provided benefit

RETIREMENT

- State of Washington DRS Law Enforcement Officers and Firefighters (LEOFF 2) pension
- Optional deferred compensation plan offered through the State of Washington and VOYA
 - For participating members, the City shall contribute an amount equal to 3% of base pay each pay period

HEALTH INSURANCE

- **Medical Insurance:**
 - Employees may elect to cover domestic partners on insurance if certain criteria are met
 - Regence or Kaiser plans
 - Employee only and various Family plans available – premiums range from \$0-\$200.83/monthly
- **Dental Insurance:** Delta Dental, Kaiser, or Willamette plans (City covers premium)
- **Vision Insurance:** VSP (City covers premiums)
- **Employee Assistance Program (EAP):**
 - Offers confidential advice and support to real-life issues. The work-life services include confidential counseling, financial help, legal services, eldercare services, grief/loss

ADDITIONAL BENEFITS

- The City offers the following additional benefits:
 - Life Insurance
 - City provides up to a \$50,000 life insurance policy at no cost to its employees (1x employee's annual salary)
 - Supplemental life insurance options for employee and spouse/domestic partner
 - Optional pre-tax supplemental benefits through American Fidelity such as flexible spending, accident/cancer/disability/hospital insurance
- Dual Insurance Incentive:
 - Incentive for not enrolling qualified spouse/domestic partner and/or dependents on medical insurance due to having other coverage – incentives range from \$174.19-\$722.97/monthly
- Fitness rooms:
 - Available for all City employees to use at any time and for family members (over the age of 18) to use during non-business hours

PROFESSIONAL DEVELOPMENT

- The City offers training and education opportunities including travel expenses and payment for membership in professional organizations, as well as tuition reimbursement in accordance with City policy.

WELLNESS PROGRAM

- The City encourages all employees to pursue a healthy lifestyle. The City's wellness program is designed to promote: a healthy diet, consistent exercise, financial wellness, mental well-being, giving and regular health screenings.
- At times throughout the year, the City will offer various wellness activities for voluntary employee participation.