



**Franklin County Fire Protection District No. 3  
International Association of Firefighters  
Tri-County Professional Firefighters Local 4965**



**2020 to 2023 STATEMENT OF BENEFITS**

**WSCFF Medical Expense Reimbursement Plan (MERP)**

The District shall contribute \$75.00 per month per bargaining unit member on a pre-tax basis to the Washington State Council of Fire Fighters (WSCFF) MERP.

**Paid Vacation**

vacation accrual rates shall be credited as follows:

<b>0-5 years of service</b>	<b>10 hrs/month</b>
<b>6-10 years of service</b>	13 hrs/month
<b>11-15 years of service</b>	15 hrs/month
<b>16-20 years of service</b>	18 hrs/month
<b>21-25 years of service</b>	20 hrs/month
<b>26 + years of service</b>	24 hrs/month

*Annual vacation may be accumulated up to a total of three hundred sixty (360) hours.*

**LEOFF II Retirement**

The Fire District covers members in accordance with the applicable State pension system requirements.

**Medical and Dental**

The Fire District agrees to furnish and pay one hundred percent (100%) of the premium for the employee in Washington Fire Commissioners Association Preferred (PPO 100) Plan.

The Fire District agrees to furnish one hundred percent (100%) of the premium for the employee and dependents in the District’s choice of either the IFC Delta Dental Incentive Plan (without Orthodontia) or the Washington Fire Commissioners Association PPO Basic Dental Plan (without Orthodontia).

**Life & Disability Insurance.**

The Fire District agrees to furnish one hundred percent (100%) of the premium for Group Life and Accidental Death and Dismemberment, and Long-Term Disability Insurance from Washington Council of Police and Sheriff’s and Firefighters. The District agrees to select, furnish and pay one hundred (100) percent of the premium for \$50,000 Life and Disability Insurance for full-time employees covered by this agreement.

**Health Spending Benefit and Deferred Compensation**

The Fire District provides Health Reimbursement Arrangement/Voluntary Employees’ Beneficiary Association (HRA/VEBA) or an allowance towards spouse/dependent medical premiums or District contribution to Deferred Compensation at the employee’s option.

BENEFIT	YEARS OF SERVICE / AMOUNT OF CONTRIBUTION/ALLOWANCE				
	1-4 Years	5-9 Years	10-14 Years	15-19 Years	19+ Years
<b>HRA/VEBA</b>	\$50/Month	\$50/Month	\$50/Month	\$50/Month	\$50/Month
<b>Options:</b>					
<b>Spouse/Dependent Care or Deferred Compensation</b>	\$225 /Month	\$275/Month	\$325/Month	\$375/Month	\$425/Month



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**Sick Leave**

All paid full-time employees earn one day (9 hours) of sick leave per month of continuous service.

<b>Starting Sick Leave For New Hires</b>	<b>Monthly Sick Leave Accrual</b>	<b>Maximum Sick Leave Accrual Hours</b>	<b>Maximum Sick Leave Accrual Days</b>	<b>Annual Allowed HRA/VEBA Conversion</b>	<b>Minimum Accrued Sick Leave Hours After Conversion</b>
72 hours	9.0	1350	150	40	216

Sick leave may be accumulated to a maximum of one thousand three hundred and fifty (1350) hours per employee. Employees may elect to convert sick leave at one hundred (100) percent of the prevailing hourly rate into the employee's HRA/VEBA account as allowed by the plan.

**Holidays**

<b>New Year's Day</b>	<b>January 1<sup>st</sup></b>
<b>Martin Luther King's Birthday</b>	<b>3<sup>rd</sup> Monday in January</b>
<b>Presidents' Day</b>	<b>3<sup>rd</sup> Monday in February</b>
<b>Memorial Day</b>	<b>Last Monday in May</b>
<b>Independence Day</b>	<b>July 4<sup>th</sup></b>
<b>Labor Day</b>	<b>1<sup>st</sup> Monday in September</b>
<b>Veterans' Day</b>	<b>November 11<sup>th</sup></b>
<b>Thanksgiving Day</b>	<b>4<sup>th</sup> Thursday in November</b>
<b>Day after Thanksgiving Day</b>	<b>Day after Thanksgiving</b>
<b>Christmas Day</b>	<b>December 25<sup>th</sup></b>
<b>Floating Holiday</b>	<b>Individual Selection</b>

*Any holiday falling on Saturday will be celebrated on the preceding Friday. Any holiday falling on a Sunday will be celebrated on the following Monday. If the observed holiday falls on an employee's regularly scheduled day off, the employee may take a day off during the same work week the holiday is observed.*