

SNOHOMISH REGIONAL FIRE AND RESCUE

RESOLUTION #2023-15 replacing 2021-14

**A RESOLUTION ESTABLISHING STANDARD EMPLOYMENT
BENEFITS FOR ALL EXECUTIVE PERSONNEL**

WHEREAS, the Board of Commissioners of Snohomish Regional Fire and Rescue feel it is essential to clearly identify and standardize the personnel benefits provided to non-represented executive employees; and

WHEREAS, this resolution applies to all executive level employees who perform full-time duties and enter an employment agreement with the District. A full-time member means any person employed by Snohomish Regional Fire and Rescue who devotes a minimum of 40 hours per week average on a year-round basis; and

WHEREAS, this resolution shall not prevail over or pre-empt any wages, hours or working conditions contained in an employee's employment agreement with the District; and

WHEREAS, the benefits established in this Resolution supersede the benefits established in Resolution 2021-14; and

WHEREAS, the Board of Commissioners intends to provide benefits comparable with those of comparable fire departments in the region and will be periodically reevaluated for such purpose.

THEREFORE BE IT RESOLVED, that the Board of Commissioners of Snohomish Regional Fire and Rescue adopt the following benefits for all full-time members effective January 1, 2024:

HEALTH BENEFITS - The District shall provide and pay the monthly premium for the District's selected Medical, Dental, & Vision plans for the employee, spouse and dependent(s). The District retains the right to change carriers should a more cost-effective plan be secured. Such change shall not result in a lapse of insurance coverage.

Additionally, employees shall have the following placed into their VEBA Account per calendar month:

Employee: \$250.00 per calendar month coinciding with their enrollment level in the medical plan.

Employee With Dependents: \$500.00 per calendar month coinciding with their enrollment level in the medical plan.

LIFE & DISABILITY - The District shall provide:

- \$95,000 of Life Insurance and Accidental Death & Disability coverage.
- A short-term disability policy with a waiting period of no more than 30 days.
- Access to a long-term disability policy. Enrollment shall be discretionary with Employees, and Employees shall pay for the premium.

If an employee becomes disabled and unable to work, then that employee may utilize accrued and unused sick or vacation leave, or holiday time to satisfy any waiting or elimination period on the short-term disability policy provided by the District. While on disability the Employee shall accrue sick leave, holiday, and vacation time for the first six (6) months.

EMPLOYEE ASSISTANCE PROGRAM (EAP): The District shall provide an "Employee Assistance Program".

MANAGEMENT BENEFIT: Employees shall receive an additional wage of 10.5% of their regular rate added to their monthly wage.

EDUCATION: Members who have successfully completed the National Fire Academy's Executive Fire Officer's Academy, applicable master's degree, or an equivalent program as approved by the Fire Chief shall receive an additional wage of one percent (1%) of their base wage.

LONGEVITY PAY: Members shall receive additional compensation calculated from the employees' base wage for full-time service with Snohomish Regional Fire and Rescue or any fire district that previously merged into the District as follows:

Completed Years of Service	%
5	1
10	2
15	3
20	4
25	5

HOLIDAYS: Employees shall be granted the following observed holidays:

- New Year's Day
 - Martin Luther King
 - Presidents Day
 - Memorial Day
 - Juneteenth
 - Independence Day
 - Labor Day
 - Veteran's Day
 - Thanksgiving
 - The Day after Thanksgiving
 - Christmas
 - 2 Floating/Personal Days as approved by the Fire Chief
- Holidays have no cash-out value.

When authorized holidays fall on a non-working day, the holidays shall be scheduled as floating/personal days.

VACATION: Employees shall accrue vacation on their full-time employment anniversary date with District 7 or any fire district that previously merged into district 7 as follows:

Months of Service	Hours
0 – 12	48
13 – 24	96
25 – 60	120
61 – 96	168
97 – 144	192
145 – 204	216
205 – 228	240
229 – 252	264
253 - 300	312

Employees shall accrue vacation hours on a monthly basis for the purposes of determining the amount of vacation payable to the employee. Employees shall not be allowed to carry over vacation leave from year to year.

Employees are entitled to sell back their accrued Vacation leave hours annually as follows:

- Employees may sell back 25% of their accrued Vacation in June and 25% of accrued Vacation leave on December for a total of 50% annually.
- Changes to the sell back amount after the deadline are at the sole discretion of the Chief and must be due to an employee emergency or the needs of the District.

SICK LEAVE: Employees shall accrue twelve (12) hours of sick leave each month. Employees shall be allowed to carry over a maximum balance of 1240 hours of sick leave from year to year. On January 31st of each year, any hours over such limit shall be cashed out at fifty cents (.50) on the dollar.

Existing employees whose balances currently exceed this 1240 maximum shall be grandfathered at their current sick leave balance.

Upon separation from service the employee may roll the remaining amount at fifty cents (\$.50) on the dollar into employee's Deferred Compensation Program up to the annual contribution limits with any remaining funds being issued to the employee unless otherwise directed in the active Exempt Employee non-represented HRA VEBA agreement or, the employee may receive the sick leave payout directly.

EXECUTIVE BENEFIT: The District shall make an annual contribution of money equal to 50 hours of regular pay that would be paid and be placed in a VEBA Account in the name of the employee per year. Such amount shall be deposited in December of each year or prorated if the employee leaves employment with the District or retires before the end of any calendar year.

BEREAVEMENT LEAVE: Employees shall be entitled to bereavement leave in the event of the death of an employee's mother, father, brother, sister, spouse or domestic partner, child or legal dependent, grandparent, mother-in-law, father-in-law, sister-in-law, brother-in-law, aunt, uncle, cousins, or step-family equivalent to the above named, or those who stood "in loco parentis" role. Employee may receive up to forty (40) hours, at the discretion of the Fire Chief or designee, per incident. Any time beyond this amount required because of travel or extenuating

circumstances shall be at the discretion of the Fire Chief and must be approved in advance. Excess time allowed may be drawn from any accrued leave bank. If no accrual banks are available, leave without pay may be used. Bereavement leave shall be approved in advance by the Fire Chief or their designee on an as-needed basis.

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of Snohomish Regional Fire and Rescue adopted Resolution 2023-15 at the Board of Commissioners meeting on December 14, 2023.

NOW, THEREFORE, BE IT FURTHER RESOLVED that any previous Employee Benefit Resolutions shall be superseded by this resolution and shall remain in effect until changed by resolution of the Board of Commissioners of Snohomish Regional Fire and Rescue.

ADOPTED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH REGIONAL FIRE AND RESCUE THIS 14TH DAY OF DECEMBER, 2023.



Troy Elmore, Chairman



Randy Fay, Vice Chairman

Rick Edwards, Commissioner

Paul Gagnon, Commissioner



Jeff Schaub, Commissioner

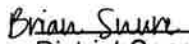


Jim Steinruck, Commissioner



Roy Waugh, Commissioner

Attest:



District Secretary