



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



2023 to 2025 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:

	Schedule A (10 hrs)	Schedule B (12 hrs)	Schedule C (24hrs)
0-5 years of service	10 hrs/month	13 hrs/month	14 hrs/month
6-10 years of service	13 hrs/month	17 hrs/month	16 hrs/month
11-15 years of service	15 hrs/month	19 hrs/month	18 hrs/month
16-20 years of service	18 hrs/month	23 hrs/month	20 hrs/month
21-25 years of service	20 hrs/month	27 hrs/month	24 hrs/month
26 + years of service	24 hrs/month	31 hrs/month	28 hrs/month

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

Schedule C Kelly Days: 1 unpaid Kelly Day per month (12 per year) and 1 floating unpaid Kelly Day per year.

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.

2023

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



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



Starting in 2024

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

Sick Leave

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

	Starting Sick Leave For New Hires	Monthly Sick Leave Accrual	Maximum Sick Leave Accrual Hours	Maximum Sick Leave Accrual Days	Annual Allowed HRA/VEBA Conversion	Minimum Accrued Sick Leave Hours After Conversion
10 Hour	72 hours	9.0	1350	150	40	216
12 Hour	96	12	1440	150	40	288
24 Hours	192	24	1440	150	40	576

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

New Year's Day	January 1st
Martin Luther King's Birthday	3rd Monday in January
Presidents' Day	3rd Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19th or Closest Working Day
Independence Day	July 4th
Labor Day	1st Monday in September
Columbus Day	2nd Monday in October
Veterans' Day	November 11th
Thanksgiving Day	4th Thursday in November
Christmas Day	December 25th

Holiday Pay for 24 Hour Employees: These employees will be paid nine (9) hours at their regular rate of pay for each holiday recognized by the District, regardless of actual hours worked on the holiday. Such pay shall be added to the employee's payroll during the pay period in which the holiday falls.

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.



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

