

**SOUTH KING FIRE AND RESCUE  
KING COUNTY, WASHINGTON**

**RESOLUTION NO. 534**

**A RESOLUTION of the Board of Commissioners of  
South King Fire and Rescue (aka KCFPD #39), King County, Washington,  
Authorizing Implementation of Post-Retirement Medical Salary Savings Plan for all  
LEOFF 2 career personnel, and modifying the current Collective Bargaining  
Agreement with IAFF Local No. 2024.**

**WHEREAS**, the South King Fire & Rescue Board of Commissioners recognizes it is in the best interest of the Fire District and its employees to establish a post-retirement medical benefit plan, and

**WHEREAS**, the Board recognizes the costs associated with medical insurance to cover the gap between an eligible retirement for a LEOFF 2 member and when Medicare provides coverage delays the retirement of many senior employees, and

**WHEREAS**, the Board recognizes the savings generated by senior employees retiring could eventually offset the cost of providing a post-retirement medical benefit program, and

**WHEREAS**, the members of IAFF Local No. 2024 have agreed to modify their collective bargaining agreement in order to support the tenets of this Resolution for as long as it remains in force;

**NOW, BE IT FURTHER RESOLVED:**

Section 1: LEOFF 2 employees with a minimum of 15 years of retirement credits, and having attained at least the age of 53, shall be eligible for this program.

Section 2: The Board of Commissioners agrees to a payment of \$500 per month for eligible retiring LEOFF 2 members to be placed in the member's VEBA account on a monthly basis to be utilized for medical insurance coverage up to age 65 (Medicare age).

Section 3: A maximum of fifteen (15) members shall be allowed on this program at any time. The sixteenth (16th) member desiring this medical contribution will have to wait until one of the initial fifteen (15) reaches Medicare age and is no longer part of this program before being compensated with the \$500 per month payment into the member's VEBA. The first fifteen (15) members chosen shall be determined by their seniority with the department.

Section 4: In recognition of this medical benefit contribution, IAFF Local No. 2024 agrees to the following modifications within the collective bargaining agreement for as long as this medical saving plan remains in full force and effect:

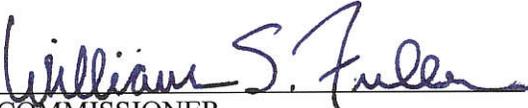
- a. Article 23, Section 23.8, Wellness Incentive, shall be eliminated except as follows: "EMPLOYEES that have accumulated 1500 hours of sick leave shall continue to accumulate sick leave at their applicable monthly rate until the end of the year, at which time all sick leave accumulated in excess of the maximum shall be paid at ten percent (10%) of the member's current rate of pay. This pay shall be included in the EMPLOYEE'S January paycheck."
- b. All other portions of Article 23 shall remain in full force and effect, including sick leave cash outs at retirement as illustrated in Article 23, Section 23.4.7.

Section 5: The Board agrees to revisit this Resolution to ensure that budget neutrality is being achieved after a five (5) year period (in 2023), or earlier if the cap of fifteen (15) members being covered under this program is reached to determine if additional members should be compensated above the cap of fifteen (15) due to the achievement of budget neutrality.

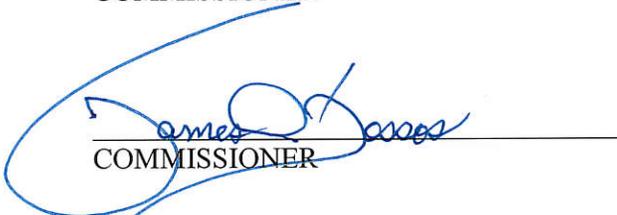
**ADOPTED** at a Regular Meeting of the Board of Commissioners of South King Fire and Rescue this 25<sup>th</sup> day of July, 2017, with the following Commissioners being present and voting.

  
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CHAIRMAN/COMMISSIONER

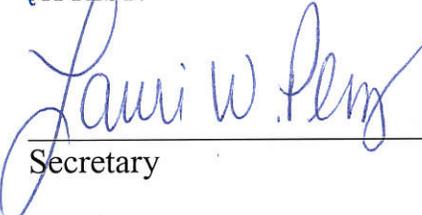
  
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VICE CHAIR/COMMISSIONER

  
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COMMISSIONER

  
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COMMISSIONER

ATTEST:

  
\_\_\_\_\_  
Secretary

Resolution #534