

**RESOLUTION 2014-03**  
**May 27, 2014**

**RESOLUTION** by the Board of Fire Commissioners of Pierce County Fire Protection District No. 5 establishing a Retiree Medical Program for LEOFF II and PERS II employees.

**WHEREAS**, The Pierce County Fire Protection District No. 5 Board of Fire Commissioners recognize that medical plan expenses have increased substantially and this expense has affected the ability of LEOFF II and PERS II employees to retire prior to Medicare eligibility; and

**WHEREAS**, Continuing to keep personnel employed in mentally and physically stressful environments for this extended length of service is contrary to the District's long held belief of the need to maintain a healthy workforce; and

**WHEREAS**, The District has determined that replacing employees at retirement age with new employees would provide a cost savings for the District that can be shared with retirees:

**NOW, THEREFORE BE IT HEREBY RESOLVED**, by the Board of Fire Commissioners of Pierce County Fire Protection No. 5 that it is in the best interest of the District and its employees to establish a Retiree Medical Program for LEOFF II and PERS II employees within the following parameters:

- Employees must meet the following criteria in order to qualify for the Retiree Medical Benefit Program:
  - The employee must be a LEOFF II or PERS II employee of PCFD #5.
  - The LEOFF II employee must be at least 53 years of age on the date of retirement.
  - The PERS II employee must be at least 62 years of age on the date of retirement.
  - The employee's age plus the employee's years of service with PCFD #5 must equal 73 or higher.
- Employees wishing to retire must notify the District by October 1<sup>st</sup> of the previous year and they must then retire between April 1<sup>st</sup> and June 30<sup>th</sup> of the following year. If an employee gives notice of retirement to the District and then does not retire, this retiree medical benefit will be forfeited forever, unless deemed to be mutually beneficial or due to an unforeseen circumstance, which will be considered on a case-by-case basis by the Board of Fire Commissioners.
  - Exceptions to the timeframes for notification and retirement will also be considered on a case-by-case basis and, if deemed to be mutually beneficial to the employee and to the District, may be approved by the Board of Fire Commissioners.

- The Fire Chief is directed to establish, through fire district policy, a specific application process and any necessary reporting requirements to properly monitor this Retiree Medical Program.
- Each employee who qualifies for the Retiree Medical Program shall receive a \$500 monthly contribution to the employee's Health Reimbursement Account (HRA)
- An employee will continue to receive benefits under the Retiree Medical Program until one of the following occurs:
  - The employee has received the benefit for twelve (12) years for a LEOFF II member or three (3) years for a PERS II member
  - The employee becomes eligible for Medicare.
  - The employee voluntarily withdraws from the program.
- The Retiree Medical Program will be evaluated at least once every three (3) years
- Should the Board of Fire Commissioners elect to cancel this Retiree Medical Program after it is implemented and in effect, all employees who are receiving a Health Reimbursement Account (HRA) contribution from the program will continue under the conditions set forth by this resolution until they are no longer eligible to participate in the Retiree Medical Program

**BE IT FURTHER RESOLVED** by the Board of Fire Commissioners of Pierce County Fire Protection District No. 5 that this Retiree Medical Program will automatically be implemented and take effect on July 1, 2014 unless the Board of Fire Commissioners of Pierce County Fire District No. 5 take action to cancel this resolution prior to this effective date.

Adopted at a regular meeting of the Board of Fire Commissioners, Pierce County Fire District No. 5, this 27<sup>h</sup> day of May, 2014.

PIERCE COUNTY FIRE PROTECTION  
DISTRICT NO. 5

Attest:

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District Secretary

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Chairman

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Commissioner

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Commissioner

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Commissioner

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Commissioner