



Gig Harbor Fire & Medic One

RESOLUTION 2019-03 February 26, 2019

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

WHEREAS, The Pierce County Fire Protection District No. 5 Board of Fire Commissioners recognizes that medical plan expenses have increased substantially and this expense has affected the ability of LEOFF II, PERS II, and PERS III 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, PERS II, and PERS III 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, PERS II, or PERS III employee of PCFD #5.
 - The employee must have completed a minimum of 15 years of service with PCFD #5.
 - LEOFF II employees must be at least 50 years of age on the date of retirement.
 - The PERS II or PERS III employee must be at least 55 years of age on the date of retirement.
- Employees wishing to retire must notify the District by October 1st of the previous year and they must then retire between April 1st and June 30th of the following year. Employees who gave notice of retirement during 2018 and scheduled a retirement date between March 1st 2019 and June 30th 2019 and who are otherwise qualified for this retiree medical benefit, will also be permitted to receive the benefit provided by this resolution. 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 \$527 per month as a 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.
 - The employee becomes eligible for Medicare, except that Employees who retire at the age of 65 or older, and meet all other eligibility requirements, will be eligible to receive the Retiree Medical Program HRA contribution for a period of 6 months after becoming eligible for Medicare.
 - The employee voluntarily withdraws from the program.
- The Retiree Medical Program will be evaluated periodically. A three-year review period is recommended.
- Should the Board of Fire Commissioners elect to cancel the 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 the resolution in effect at the time of their retirement until they are no longer eligible to participate in the Retiree Medical Program.
- Benefit and Program changes made in this resolution only apply to members retiring after adoption of this resolution. Members who retired during previous versions of the Retiree Medical Program continue to receive the program benefits under the Resolution and Program rules in effect on the date of their retirement.

Adopted at a regular meeting of the Board of Fire Commissioners, Pierce County Fire District No. 5, this 26th day of February, 2019.

[Signatures on Following Page]

PIERCE COUNTY FIRE PROTECTION
DISTRICT NO. 5

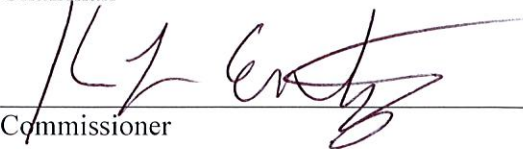
Attest:



District Secretary




Chairman



Commissioner

Commissioner



Commissioner



Commissioner