



Firefighter Benefits

South County Fire is pleased to offer the following benefits to our Firefighters (covered under the current IAFF Local 1828 collective bargaining agreement).

Vacation

Shift Personnel (12 or 24-hour shifts)

Completed month of service	Hours of vacation accrued		Maximum accumulated hours allowed
	MONTH	YEAR	
0 – 48	8	96	192
49 – 120	15	180	360
121 – 180	18	216	432
181 – 240	20	240	480
241 – 288	24	288	576
289 – 360	28	336	672
361 +	32	384	768

Day Personnel (40 hrs./Week)

Completed month of service	Hours of vacation accrued		Maximum accumulated hours allowed
	MONTH	YEAR	
0 – 48	8	96	192
49 – 120	12	144	288
121 – 180	15	180	360
181 – 240	17	204	408
241 – 288	19	228	456
289 – 360	20	240	480
361+	22	264	528

Sick Leave

Employees receive 216 hours upon hire, then accrue sick leave at the rate of 18 hours per month after 12 months of employment. (Employees working a 40-hour work week accrue at the rate of 10 hours per month.)



Holidays

South County Fire recognizes 10 holidays.

- 12 or 24-hour shift employees: In lieu of the holidays, employees receive 132 hours of paid leave in their vacation banks or 11 hours of regular wages each month.
- 40 hour/week employees: Employees received paid days off on the holidays plus an additional floating holiday after 6 months of employment.

Medical Plan, Vision and Pharmacy Coverage

- All premiums are paid by South County Fire for employee and eligible family members
- Deductible: \$1,000 per person, \$2,000 per family
- Out of pocket maximum: \$2,000 per person, \$4,000 per family
- Co-pays: \$20 per visit
- Vision: 1 exam/year, up to \$200 in hardware every 24 months
- Pharmacy: \$10 copay for generic drugs, up to \$35 for non-generic

VEBA Healthcare Reimbursement Account (HRA)

- Paid annually by South County Fire
- \$2,000 for Employee, \$4,000 for Employee and dependents

Dental

- All premiums are paid by South County Fire for employee and eligible family members
- Coverage: 50%-100% depending on type of care, \$2,000 annual plan maximum

Life Insurance

- Premium paid by South County Fire
- \$48,000 benefit

Retirement

- WA State Department of Retirement Systems – LEOFF 2

Deferred Compensation Program – 457(b) Plan

- South County Fire contributes 5.75% of employees' salary
- Employees may make additional contributions (IRS deferral limits apply)

Employee Assistance Plan

- Paid for by South County Fire
- Employee and dependents may take up to a combined eight counseling sessions per year.

Short Term Disability

- All premiums paid by South County Fire



Long Term Disability, Life Insurance and AD&D

- All premiums paid by the employee (required enrollment)

MERP (Medical Expense Reimbursement Plan)

- \$75/month contributed by South County Fire + \$75/month contributed by employee (required)
- Only available for specified medical costs post-retirement and after 5 years in MERP.

The following are additional optional benefits available to employees at their cost:

- Flexible Spending Account
- Dependent Care Assistance Plan
- Qualified Transportation Plan
- AFLAC – income reimbursement
- Legal Shield – legal assistance