



Administrative Benefits

South County Fire is pleased to offer the following benefits to our Administrative employees (those not covered under the current IAFF Local 1828 collective bargaining agreement).

Vacation

Completed Months of <u>Service</u>	Vacation Days Accrued Per <u>Year</u>	Hours Accrued Per <u>Month</u>	Hours Accrued Per <u>Year</u>	Maximum Hours of <u>Carryover</u>
0 – 36	12	8	96	144
37 – 72	15	10	120	180
73 – 120	18	12	144	216
121 – 228	24	16	192	288
229 – 288	29	19.33	232	348
289 and after	34	22.66	272	410

Sick Leave

Employees accrue sick leave at the rate of 8 hours per month starting upon hire.

Holidays

Employees receive 12 paid holidays per year.

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 – PERS 2 or PERS 3

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.

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