

CENTRAL PIERCE FIRE & RESCUE

RESOLUTION NO. 25-07

A RESOLUTION OF THE BOARD OF FIRE COMMISSIONERS OF CENTRAL PIERCE FIRE & RESCUE, AMENDING RESOLUTION NO. 13-01 WHICH MODIFIED THE RETIREE MEDICAL BENEFIT FOR LEOFF 2 EMPLOYEES.

WHEREAS the Board of Fire Commissioners finds it in the best interest of the District and its employees to continue a retiree medical benefit for LEOFF personnel, and

WHEREAS the Board of Fire Commissioners recognizes that medical plan expenses has increased substantially and this expense has affected the ability of LEOFF 2 employees to retire prior to Medical eligibility, and

WHEREAS the District has determined that replacing employees at retirement age with new employees provides a cost savings that can be shared with retirees by establishing a retiree medical benefit, and

WHEREAS, on December 8th, 2008, the Board of Fire Commissioners adopted Resolution No. 08-19 establishing a retiree medical benefit for LEOFF 2 personnel, and

WHEREAS, on December 14th, 2009 the Board of Fire Commissioners amended Resolution No. 08-19 with Resolution No. 09-26 to provide for Board discretion in approving exceptional cases which are in the best interest of the District and its employee, and

WHEREAS, on May 9th, 2011, the Board of Fire Commissioners amended Resolution No. 08-19 and Resolution No. 09-26 with Resolution 11-02 to provide further clarification on the rules of the Retiree Medical Benefit, and

WHEREAS, on December 27th, 2011, the Board of Fire Commissioners amended Resolution No. 11-02 with Resolution no. 11-20 changing the 2011 cap from \$510.00 to \$515.12; and

WHEREAS, on January 28th, 2013, the Board of Fire Commissioners amended Resolution No. 11-20 with Resolution no. 13-01 changing the 2013 cap from \$515.12 to \$530.77; and

WHEREAS, the Board of Commissioners now wishes to amend Resolution No. 13-01 as outlined below;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Commissioners for Central Pierce Fire & Rescue, that the District revised the Retiree Medical Benefit with the following rules:

1. Only LEOFF 2 employees are eligible for this benefit.
2. Employees must be at least 53 years old on their date of retirement, and have worked with CPFR for a minimum of 20 years.
3. If an employee gives notice to the District, and then does not retire, retiree medical benefit will be forfeited forever for said employee.
4. This retiree medical program will end after 12 years, upon employee's eligibility for Medicare or employee turns age 65, whichever occurs first.

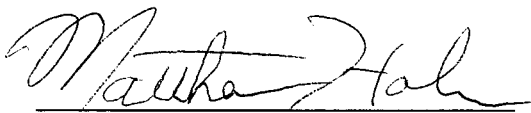
5. Employees wishing to retire must notify the District by October 1st of the previous year. Employees must retire during the second quarter of the following year (April 1 – June 30).
6. Effective January 1, 2026, the maximum monthly VEBA payment will be \$1,264.17 and will be placed into the retiree's account each month. The monthly payment amount of \$1,264.17 will remain flat until actual premiums exceed this contribution amount. In the event actual rates exceed the VEBA contribution amount, contributions to VEBA will be increased by the increase in rates, up to a maximum of 7.5% annually. If actual premiums decrease, VEBA contributions will decrease accordingly.
7. If an employee continues to work beyond their 59th birthday, their retiree medical benefit level will drop ten percent (10%) each year (compounding annually).
8. Exceptions to the timeframes for notification and retirement will 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.
9. The District may limit this benefit to fifteen (15) employees per year. If more than fifteen (15) employees give written notice in one year, employees with the highest combined years of age and employment with CPFR will have priority.

Retirees John Barkas and Dale Stutesman will receive a flat rate contribution of \$600 per month into their VEBA account.


If a national medical plan becomes available with similar/like coverage, retirees will be moved to that program.

If the District changes medical plans, the District and Union must agree on the new medical plan provider and benefit amount. The District also agrees to meet and confer with the Union prior to making changes to the plan for future retirees.

ADOPTED by the Board of Fire Commissioners of Central Pierce Fire & Rescue, Pierce County, Washington, at a regular meeting held this 10th day of November 2025, by a majority of the members.



Matthew Holm, Chair


Steve Stringfellow (Nov 13, 2025 08:54:17 PST)

Steve Stringfellow, Vice Chair



Dale Mitchell, Commissioner

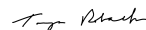


Bob Willis, Commissioner


David Berdan (Nov 12, 2025 15:01:19 MST)

David Berdan, Commissioner

ATTEST:



Tanya Robacker, District Secretary











Resolution 25-07 LEOFF 2 Medical Benefits 11.10.25

Final Audit Report

2025-11-13

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