



Poulsbo Fire Department

Kitsap County Fire District #18
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James S. Gillard, Fire Chief

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**KITSAP COUNTY FIRE PROTECTION DISTRICT NO. 18
A RESOLUTION OF THE BOARD OF COMMISSIONERS OF KITSAP COUNTY FIRE
DISTRICT #18 TO ESTABLISH THE 2025 SICK LEAVE DISTRIBUTION TO HRA VEBA FOR
NON-REPRESENTED EMPLOYEES
RESOLUTION NUMBER 25-03**

WHEREAS: The KCFD #18 Board of Commissioners adopted individual employment agreements with non-represented exempt employees: Jim Gillard, Jeff Russell, Shane Anderson, Amy Strzalka, Julie Rogers and Nichole Sawyers; and

WHEREAS: KCFD #18 has adopted the health reimbursement arrangement (HRA) plans offered and administered by the Voluntary Employees' Beneficiary Association Trust for Public Employees in the Northwest (The Plan) and the IAFF Medical Expense Reimbursement Plan (MERP). The Plan and MERP is designed with a variety of coverage options to allow for the maximum benefit permitted by applicable law; and


WHEREAS: upon termination or separation of employment, the non-represented exempt employees be compensated at the current base salary rate of pay for fifty percent (50%) of accrued, but unused sick leave up to 1,200 hours. The form of payout shall be in cash or HRA contribution.

**THEREFORE,
BE IT
RESOLVED:** For the calendar year 2025, all non-represented exempt employees shall have their sick leave cash out be contributed to their HRA account either to The Plan or to MERP if employee qualifies for that program.

To be re-considered for the 2026 calendar year.

Adopted this 8th day of January, 2025 at a regularly scheduled meeting of the KCFD #18 Board of Commissioners.

APPROVED:



Commissioner Jeff Uberuaga



Commissioner Darryl Milton



Commissioner David Ellingson



Commissioner James Ingalls



Commissioner Bill Whiteley

ATTEST:



Nichole Sawyers, KCFD #18 Secretary to the Board