



Poulsbo Fire Department

Kitsap County Fire District #18
911 N.E. Liberty Rd. Poulsbo WA 98370
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 2026 SICK LEAVE DISTRIBUTION TO HRA VEBA FOR
NON-REPRESENTED EMPLOYEES
RESOLUTION NUMBER 26-03**

WHEREAS: The KCFD #18 Board of Commissioners adopted individual employment agreements with non-represented exempt employees: Jim Gillard, 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 will 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. Along with the additional 25% for 180 days notice. The form of payout shall be in cash or HRA contribution.

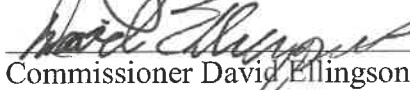
**THEREFORE,
BE IT
RESOLVED:** For the calendar year 2026, all non-represented exempt employees shall have their sick leave cash out be contributed to their HRA account either to The Plan or to MERP if employee qualifies for that program.
To be re-considered for the 2027 calendar year.


Adopted this 14th day of January, 2026 at a regularly scheduled meeting of the KCFD #18 Board of Commissioners.

APPROVED:


Commissioner Jeff Uberuaga

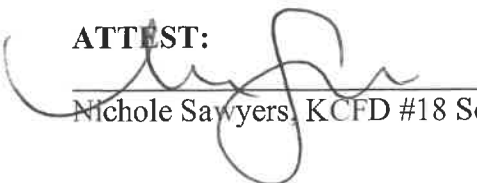

Commissioner Darryl Milton
Signed by:


Commissioner David Ellingson


Commissioner James Ingalls
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Commissioner Bill Whiteley

ATTEST:


Nichole Sawyers, KCFD #18 Secretary to the Board