



Benton County Fire District #1

New Employee Benefit Information

Medical Insurance

Eligible employees receive medical insurance through the District's current health plan. Coverage, participating providers, and benefits are subject to the terms of the plan.

Prescription Benefits

Prescription drug coverage is provided through the District's medical plan, subject to plan provisions and applicable coverage requirements.

Dental Insurance

Eligible employees receive dental insurance through the District's current dental plan.

Health Reimbursement Arrangement (HRA)

The District's HRA reimburses eligible medical expenses in accordance with the applicable plan provisions and benefit limits approved by the Board of Commissioners.

Life Insurance

Eligible employees receive life insurance coverage under the District's current policy. Additional state or federal benefits may be available to eligible firefighters and their survivors, subject to applicable program requirements.

Retirement — LEOFF Plan 2

Eligible employees participate in Washington State's Law Enforcement Officers' and Fire Fighters' Retirement System (LEOFF) Plan 2. Employee contributions are based on eligible salary and the contribution rates established by the Washington State Department of Retirement Systems (DRS).

Deferred Compensation

Eligible employees may participate in the Washington State Deferred Compensation Program, a voluntary retirement savings plan established under Section 457(b) of the Internal Revenue Code.

Short-Term Disability Insurance

Eligible full-time employees are covered under the District's short-term disability insurance policy, subject to the policy's eligibility requirements, benefits, and limitations.

Flexible Spending Benefit

Eligible full-time career employees receive a flexible spending benefit based on their grade level within the District's Step Program. Eligible uses include dependent medical expenses, deferred compensation, and other programs approved by the Board of Commissioners, in accordance with applicable District policies and agreements.

