

## Retirement Benefit for Insurance

It is the intent of this letter and the signing thereof, to extend the benefits listed in Appendix C (attached) of the Agreement between Lebanon Fire District and IAFF Local 2163, Lebanon Professional Firefighters (July 1, 2023, through June 30, 2026) to **Division Chief Candace Hedding**. This benefit will be extended irrespective of any future bargained agreements between the District and the Union that may negate the current retirement benefit as outlined in Appendix C.

The benefit may however be terminated and/or be re-negotiated upon mutual consent of Division Chief Hedding and the District.

Signed:

\_\_\_\_\_  
Candace Hedding, Division Chief

\_\_\_\_\_  
Date

\_\_\_\_\_  
Robert Taylor, Board President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Joseph Rodondi, Fire Chief

\_\_\_\_\_  
Date

## Collective Bargaining Agreement July 1, 2023 – June 30, 2026

### APPENDIX C

#### Lebanon Fire District Guidelines and Qualifications for Retirement Health Care Benefits

##### To Qualify:

1. The employee must have been hired before July 1, 2002
2. Must be 50 years of age.
3. Must retire under PERS from Lebanon Fire District.
4. Must have 10 years of service with Lebanon Fire District to become vested.
5. Employee will accrue 4% of the benefit per year and will qualify for 100% after 25 years of service.

##### Benefits:

1. Coverage under this program would be for employee plus spouse for the same basic health benefit programs offered by Lebanon Fire District if the law and carrier allows. The basic benefit will be provided until the employee is eligible for Medicare, when the benefits terminate.
2. The benefit is terminated with the death of the employee. (A survivor district subsidized benefit is not being offered to employee spouses.)
3. Employees who must retire due to an on-the-job injury or illness will be covered at 100% of the 25-year benefit regardless of years served (this means a 75%-25% split). Employees who must take early retirement due to an off-the-job injury or illness will qualify for this benefit only if they are vested and only for the percent of benefit for the years of service that they have completed with Lebanon Fire District.
4. The expense of the benefit will be split 75% by the District and 25% by the employee for the percent the employee qualifies for at retirement. Example, employee works 17 years at 4% per year or 68%. The District will pay 75% of the 68% or 51%. The employee will pay the remaining 49%.
5. If the Federal or State government dictates to the District some form of “socialized medicine” which requires financial participation by the District, this program will be replaced by the government program when the financial obligation becomes due and payable.

Post-Retirement Health Care Benefit. The District and the Union agree that the Post-Retirement Health benefit as defined in Appendix C (1 – 5) has a value to the Union and a cost to the District. The District has evaluated this benefit and has determined that the value is approximately 0.5% of the total union salary. The Union and the District agree to discuss alternative funding mechanisms of this benefit (i.e. IAFF-PEHP) at such a time that is mutually beneficial to the District and the employees covered under this program.