

EXHIBIT B

Compensation:

- The District shall pay the Fire Chief as gross annual salary of \$ _____ *to be set by the Board* (subject to the customary and usual withholdings and applicable employment taxes). The District shall pay the foregoing annual salary in roughly equal monthly installments.
- Approximately once a year, the Board of Commissioners shall review the Fire Chief’s performance and determine what, if any, salary adjustment shall be made. Provided, however, the Fire Chief shall not be entitled to a pay raise after evaluation. Pay raises, if any, shall be at the discretion of the Board of Commissioners.
- The District shall pay the employer's portion of LEOFF II retirement system monthly premium.
- The District shall provide a first-year uniform allowance of \$1,000.00 and subsequent years a uniform allowance of \$500.00 per year.

Holidays:

The Fire Chief shall receive the following paid holidays each year:

- News Year Day, MLK Day, Presidents Day, Memorial Day, 4th of July, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and Day After and Christmas Day and Day After.
- Provided, however, the Fire Chief may be required to work on any holiday, without additional compensation, based upon the needs of the District.

Vacation Leave:

The Fire Chief shall be entitled to vacation leave with pay each year according to the following schedule:

- After the completion of one year of employment, 12 working days
- After the completion of two years of employment, 15 working days
- After the completion of five years of employment, 17 working days
- After the completion of ten years of employment, 20 working days

Upon separation of employment, the District shall pay the Fire Chief the value of his/her accrued, but unused, vacation leave, up to a maximum of 240 hours. Any accrued vacation leave in excess of the foregoing amount shall be forfeited without compensation.

Healthcare Benefits:

- **Medical/Dental/Vision:** The District agrees to provide medical, dental, disability, insurance and vision coverage for the Fire Chief and his/her eligible dependents up through age 26 (and such as dependents are otherwise defined under the respective insurance plan) through the approved plans of the Fire District. The District shall pay the monthly premiums for each of the foregoing insurance plans if the Fire Chief elects to receive such coverage. The District shall have the right to select each insurance plan offered to the Fire Chief. The District shall also have the right to change and modify any or all of the foregoing insurance plans from time to time as it determines appropriate in its discretion.

- **Health Reimbursement Account (HRA):** The District shall fund an HRA for the Fire Chief up to a maximum balance of \$2,000.00 each January 1st. For example, if the HRA plan has a balance of \$1,200 on December 31st the District shall contribute an additional \$800 for the following calendar year’s plan.

Sick Leave:

Sick leave shall accumulate at the rate of 8 hours (one working day), for each month of employment. No more than 960 hours (sixty (60) working days) of sick leave may be accumulated, at which time the Fire Chief will stop accruing sick leave until his/her sick leave balance falls back below the 60-day cap. Upon separation of the Fire Chief’s employment (regardless of the reason) all accrued sick time will be forfeited without compensation.

Bereavement Leave:

The Fire Chief shall be granted bereavement leave not to exceed three working days in the event of a death of a member of the immediate family which shall include spouse and/or domestic partner, children and/or step children, parents, spouse/domestic partner's parents, brothers, sisters and grandparents.

Indemnification:

Fire Chief's name shall be added to the District's Insurance Policy as an also insured. The District shall carry employment practices insurance.

Education Leave:

Subject to the availability of funds, the Fire Chief shall be encouraged to take a reasonable number of days away from employment, with pay, in order to attend, and or serve as an instructor in recognized fire service training schools or other job related schools, seminars or conferences. As a condition of employment, the Board of Commissioners has requested that the Fire Chief of Grays Harbor Fire Protection District #2 make every effort to take and complete the National Fire Academy's Executive Fire Officer Course.

If at such time the Fire Chief is compensated for teaching, Vacation Leave will be utilized.

District Vehicle:

In recognition that the Fire Chief is always in on-call status, the District shall provide a vehicle clearly marked in compliance with RCW 46.08.065, for official use in compliance with District policy as established by the Board of Commissioners.

Cell Phone/Computer:

District will provide the Fire Chief with the necessary technology, such as a smart phone and computer, needed to perform his job duties and responsibilities. The Fire Chief shall have no expectation of privacy in any such District equipment.

Residency Requirement:

The Fire Chief shall reside within the boundaries of Grays Harbor Fire Protection District #2.