



# KING COUNTY FIRE PROTECTION DISTRICT NO.16

7220 NE 181<sup>st</sup> Street  
KENMORE, WA 98028

BUSINESS: 425-354-1780 FAX: 425-354-1781

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## MINUTES

February 17, 2022

### **SPECIAL MEETING BOARD OF COMMISSIONERS at Northshore Fire Department's Headquarters Station 51 Virtual Meeting via Zoom**

#### **I. OPEN SPECIAL NORTHSHORE MEETING**

##### 1.1 Roll Call

Chair Josh Pratt called the meeting to order at 5:00 PM.

Persons in attendance were Commissioners Josh Pratt, Tyler Byers, Rick Webster and Lisa Wollum. Also present was Chief Mike Morris, Board Secretary Amy Oakley, and 7 members of the public. Commissioner Adman was absent.

#### **II. PUBLIC COMMENT**

2.1 A public comment from Mike Dee was read by the Board Secretary.

#### **III. APPROVAL OF THE AGENDA**

3.1 *Commissioner Webster moved to adopt the agenda as presented. Commissioner Byers seconded. The motion passed unanimously.*

#### **IV. EXECUTIVE SESSION**

The Board moved into Executive Session at 5:05PM until 5:15PM to discuss collective bargaining, the planning or adopting the strategy or position to be taken during the course of collective bargaining, or reviewing a proposal made in negotiations pursuant to RCW 42.30.140(4). The Board extended the Executive Session by 10 minutes. The Board moved back into open session at 5:25PM.

#### **V. BOARD DISCUSSION AND POSSIBLE ACTION ITEMS**

5.1 MOU with Local 2459

*Commissioner Webster moved to accept the MOU with Local 2459 regarding retirement incentives. Commissioner Wollum seconded. The motion passed unanimously.*

#### **VI. UPCOMING BOARD AGENDAS**

6.1 Setting of Future Meeting Agenda(s)

In addition to the standard items, the March 1st agenda will include an update on Contract for Services negotiation committee, update on Administrative Activities subcommittee, update from Chief Morris on status of conversations with North King County Training Consortium Chiefs.

**ADJOURNMENT**

The meeting adjourned at 5:28PM

**NEXT MEETING DATE**

The next regular Board of Commissioners meeting is scheduled for March 1, 2022, at 5:00PM.

Attachments: Agenda, Public Notice, MOU with Local 2459.

**BOARD OF COMMISSIONERS**

Electronically signed- Eric Adman

**ERIC ADMAN**, Member

Electronically signed- Josh Pratt

**JOSH PRATT**, Member

Electronically signed- Tyler Byers

**TYLER BYERS**, Member

Electronically signed- Rick Webster

**RICK WEBSTER**, Member

Electronically signed- Lisa Wollum

**LISA WOLLUM**, Member

**ATTEST**

Amy Oakley

**Amy Oakley**, Secretary

King County Fire Protection District No. 16

Adopted at a Regular Meeting of the Board of Commissioners on March 1st, 2022

**From:** [Eric Adman NSFD](#)  
**To:** [NSFD Board Secretary](#)  
**Subject:** RE: Electronic Signature for Items approved 3/1/22  
**Date:** Wednesday, March 2, 2022 5:12:26 PM

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The following documents are Approved and Electronically Signed this 2<sup>nd</sup> day of March, 2022, by Commissioner Adman.

- AP\_NOSHRFIR\_APSUPINV\_20220301093138 RES Fund
- AP\_NOSHRFIR\_APSUPINV\_20220301093402 GEN Fund
- February DRS Approval Document
- February Payroll Approval Document
- February Payroll Taxes Approval Document
- HRA Transfer Approval Document
- January Commissioner Payroll Approval Document
- January Commissioner Payroll Taxes Approval Document
- Meeting Minutes: 2/15/22 and 2/17/22

**From:** [Byers, Tyler](#)  
**To:** [NSFD Board Secretary](#)  
**Subject:** RE: Electronic Signature for Items approved 3/1/22  
**Date:** Wednesday, March 2, 2022 3:29:57 PM

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The following documents are Approved and Electronically Signed this 2ed day of March, 2022, by Commissioner Byers.

- AP\_NOSHRFIR\_APSUPINV\_20220301093138 RES Fund
- AP\_NOSHRFIR\_APSUPINV\_20220301093402 GEN Fund
- February DRS Approval Document
- February Payroll Approval Document
- February Payroll Taxes Approval Document
- HRA Transfer Approval Document
- January Commissioner Payroll Approval Document
- January Commissioner Payroll Taxes Approval Document
- Meeting Minutes: 2/15/22 and 2/17/22

**From:** [Pratt, Josh](#)  
**To:** [NSFD Board Secretary](#)  
**Subject:** RE: Electronic Signature for Items approved 3/1/22  
**Date:** Tuesday, March 1, 2022 8:30:56 PM

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The following documents are Approved and Electronically Signed this 1<sup>st</sup> day of March, 2022, by Commissioner Josh Pratt.

- AP\_NOSHRFIR\_APSUPINV\_20220301093138 RES Fund
- AP\_NOSHRFIR\_APSUPINV\_20220301093402 GEN Fund
- February DRS Approval Document
- February Payroll Approval Document
- February Payroll Taxes Approval Document
- HRA Transfer Approval Document
- January Commissioner Payroll Approval Document
- January Commissioner Payroll Taxes Approval Document
- Meeting Minutes: 2/15/22 and 2/17/22

**From:** [Webster, Richard](#)  
**To:** [NSFD Board Secretary](#)  
**Subject:** RE: Electronic Signature for Items approved 3/1/22  
**Date:** Wednesday, March 2, 2022 6:45:58 AM

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The following documents are Approved and Electronically Signed this 2nd day of March, 2022, by Commissioner Rick Webster.

- AP\_NOSHRFIR\_APSUPINV\_20220301093138 RES Fund
- AP\_NOSHRFIR\_APSUPINV\_20220301093402 GEN Fund
- February DRS Approval Document
- February Payroll Approval Document
- February Payroll Taxes Approval Document
- HRA Transfer Approval Document
- January Commissioner Payroll Approval Document
- January Commissioner Payroll Taxes Approval Document
- Meeting Minutes: 2/15/22 and 2/17/22

**From:** [Wollum, Lisa](#)  
**To:** [NSFD Board Secretary](#)  
**Subject:** RE: Electronic Signature for Items approved 3/1/22  
**Date:** Wednesday, March 2, 2022 5:31:56 PM

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The following documents are approved and electronically signed the 2<sup>nd</sup> day of March, 2022.  
By Commissioner Wollum.

- AP\_NOSHRFIR\_APSUPINV\_20220301093138 RES Fund
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### NOTICE OF SPECIAL MEETING

DATED February 15, 2022

NOTICE IS HEREBY GIVEN that a special meeting of the Board of Commissioners of King County Fire Protection District No. 16, will be held via Zoom on Thursday, the 17<sup>th</sup> day of February 2022, at 5:00PM. Meeting agenda posted separately.

## **MEMORANDUM OF UNDERSTANDING**

The purpose of this Memorandum of Understanding (“MOU”) between IAFF Local 2459 (the “Union”) and Northshore Fire Department (“NFD”) is to memorialize an agreement to resolve all issues between the parties associated with NFD’s contract for services with the City of Shoreline (Shoreline) and the transition of NFD’s workforce to Shoreline.

### **RECITALS**

NFD has agreed to a contract with Shoreline through which Shoreline will assume responsibility for the delivery of fire suppression, emergency/non-emergency medical, fire prevention, fire marshal, hazardous materials incident response, command, and administrative services to NFD’s service area. Service will be provided through Shoreline’s workforce, directed by Shoreline command. Shoreline has expressed its intention to hire all represented uniformed and non-uniformed NFD employees who choose to accept the Shoreline positions offered that most closely correspond to their NFD roles. The terms and conditions of employment at Shoreline will be governed by Shoreline and subject to applicable union contracts and policies; NFD will have no control of Shoreline employees.

The contract is scheduled to likely take effect on or before April 1, 2022. At the point at which Shoreline assumes responsibility for the services above, NFD will lay off any remaining represented employees as it will no longer have operations or work to perform.

On November 11, 2021, IAFF Local 2459 sent a demand to bargain to NFD regarding the potential contracting out of fire service work. The parties have completed bargaining and have reached agreement to fully resolve all issues between the parties associated with the contracting out with Shoreline. The parties have executed this MOU to memorialize their agreements.

### **AGREEMENT**

Now, therefore, the parties agree as follows:

1. **Retirement Incentive.** NFD will offer a retirement incentive to eligible employees. Eligibility for and benefits of the retirement incentive are described in the 2022 Retirement Incentive Program attached as Exhibit A. Applications will be due by close of business on February 23, 2022, and applicants must retire on or before February 28, 2022.
2. **One-Time Sick Leave Cash Out.** NFD understands that Shoreline will permit employees hired from NFD to transfer accrued sick leave up to the maximum accruals permitted by its union contracts. Sick leave balances exceeding the Shoreline cap will be handled as follows:
  - a. For employees transitioning to Shoreline, NFD will pay employees \$0.50 per dollar value of accrued sick leave hours for accruals of between 1,416 hours and 1664 hours. For purposes of the Agreement, total sick leave hours will be based on the employees’ accrued balance as of February 28, 2022 and calculated at the individual’s base wage effective February 2022.

- b. For employees who resign or retire on or before February 28, 2022, including those who take advantage of the retirement incentive described in paragraph 1 above, NFD will cash out accrued sick leave hours according to the provisions of the NFD collective bargaining agreement.

3. One-Time Payment. In recognition of the operational and contractual differences between NFD and Shoreline, and the parties' shared belief that trying to value and account for all such differences is neither possible nor practical, NFD will provide each employee in a bargaining unit as of February 28, 2022, with a one-time, gross payment of \$2,000. The lump sum payment will be treated as wages for tax, pension, and related requirements but will not be considered base wages for purposes of calculating the retirement incentive described in paragraph 1 above.

4. Timing of Payments. One-time payments in satisfaction of the obligations described in this Agreement will be made through NFD's normal payroll process on or before March 15, 2022.

5. Successor Obligation. This MOU shall be binding upon the successors and assigns of the parties, and no provisions, terms, or obligations in this MOU shall be affected, modified, altered or changed by the consolidation, merger, annexation, change in legal entity, transfer or assignment (collectively a "Change of Control") of either party. In the event NFD undergoes a change of control, NFD shall either: (a) require that any successor entity agree to be bound by this MOU without change to its terms and obligations; or (b) fully perform any remaining obligations of this MOU prior to the effective date of the Change of Control.

Signed and dated this  18  day of  February , 2022.

Northshore Fire Department

IAFF Local 2459

Electronically signed \_\_\_\_\_

 \_\_\_\_\_

By:  Josh Pratt

By:  BRIAN FORD

Title:  Commissioner

Title:  VP 22459

By:  Tyler Byers

Title:  Commissioner

By:  Rick Webster

Title:  Commissioner

**From:** [Josh Pratt](#)  
**To:** [Board Secretary](#)  
**Subject:** RE: Electronic Signatures - MOU Approved 2/17/22  
**Date:** Friday, February 18, 2022 5:05:23 PM

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The following document is Approved and Electronically Signed this 18<sup>th</sup> day of February, 2022, by Commissioner Josh Pratt.

2022-02-16 MOU FINAL NFD to Shoreline (attached)

**From:** [Tyler Byers](#)  
**To:** [Board Secretary](#)  
**Subject:** RE: Electronic Signatures - MOU Approved 2/17/22  
**Date:** Friday, February 18, 2022 11:55:59 AM

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The following document is Approved and Electronically Signed this 18th day of February, 2022, by Commissioner Tyler Byers.

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**From:** Board Secretary <boardsecretary@northshorefire.com>  
**Sent:** Friday, February 18, 2022 8:57 AM  
**To:** Commissioners <e-mailcommissioners@northshorefire.com>  
**Subject:** Electronic Signatures - MOU Approved 2/17/22

Commissioners,

Please respond with your electronic signature using the following verbiage:

The following document is Approved and Electronically Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2022, by Commissioner \_\_\_\_\_.

- 2022-02-16 MOU FINAL NFD to Shoreline (attached)

**From:** [Richard Webster](#)  
**To:** [Board Secretary](#)  
**Subject:** RE: Electronic Signatures - MOU Approved 2/17/22  
**Date:** Friday, February 18, 2022 9:10:33 AM

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The following document is Approved and Electronically Signed this 18<sup>th</sup> day of February, 2022, by Commissioner Rick Webster.

- 2022-02-16 MOU FINAL NFD to Shoreline (attached)

# **EXHIBIT A**

## 2022 Retirement Incentive Program

### 60% Payout Option

In anticipation of the City of Shoreline (Shoreline) providing fire and EMS services to Northshore Fire Department (NFD), following is the outline of a retirement incentive program.

Effective immediately, NFD will be accepting memoranda of interest for the 2022 Retirement Incentive Program, which will function as follows:

- To be eligible for the retirement incentive, employees must meet the criteria for service retirement or early retirement for the retirement plan in which they are a member on or before their retirement date from NFD (see attached Eligibility Requirements).
- Eligible employees who retire from NFD on or before February, 2022, will receive a cash incentive equivalent to **60 percent of their 2022 annual wage (base wage plus longevity plus other funds that are normally added to base wage after longevity) calculated at the employee's wage and longevity percentage as of the retirement date. The incentive will be paid in five (5) equal, annual installments.** The first installment, along with any contractual payouts due to the retiring employee, will be paid on March 31, 2022, or the first pay date after the expiration of the Revocation Period set forth in the separation agreement, whichever is later. Depending upon the majority choice of those participating in the 2022 Retirement Incentive Program, payments may be made directly to the employee with normal tax withholdings or as deposits to the employee's HRA VEBA account.
- Employees accepting the retirement incentive may purchase, at their own expense, retiree health insurance under NFD's current plan, provided the employee meets the eligibility criteria for retiree coverage under the plan. The terms and conditions applicable to retiree coverage will be determined by the applicable carrier.
- Alternatively, employees may choose to purchase health insurance through COBRA for up to 18 months. For dental coverage, the only available option is COBRA, which includes a 2 percent administration fee.
- Participating employees will be required to execute a written separation agreement on a form acceptable to NFD, including a full release of any actual/potential claims against NFD and a waiver of any right to return to employment.

As an example, you might:

- Be a member of the LEOFF systems;
- Be eligible for full or early retirement in your plan;
- Wish to retire on February 28, 2022;
- Have a base wage + longevity + STD/LTD premium of \$128,975/year

Your payout from NFD would be any cash payout due per the CBA *plus*:

- \$15,477 in accordance with the separation agreement;
- \$15,477 in February 2022;
- \$15,477 in February 2023;
- \$15,477 in February 2024; and
- A final payment of \$15,477 in February 2025.

You should contact a representative of the Washington State Department of Retirement Systems and/or a financial advisor to calculate your total retirement benefits.

If you would like an *estimated* calculation of your total cash payout (vacation, vacation bank, sick leave and incentive) under the Retirement Incentive Program, please schedule time with payroll to go over the numbers.

NFD also suggests that anybody considering the retirement incentive program should contact their own financial advisor.

The retirement incentive is a one-time program. NFD does not anticipate offering another Retirement Incentive Program in the future.

Employees wishing to participate must notify NFD of their intent to participate by midnight on February 23, 2022. The notice must include a signed letter of intent to retire, containing at least the text included in the form attached to this memo, with an effective date of February 28, 2022. The letter is to be sent via email to Interim Fire Chief Morris [mmorris@northshorefire.com](mailto:mmorris@northshorefire.com).

Attached for your information are the following:

- Eligibility requirements
- Minimum required text for letter of intent to retire
- Draft Separation Agreement and Release

Should you have any questions that are not covered in this memorandum, please submit your question(s) via email to Chief Morris. We will find a place to share the Q&A for all to access.

## **Eligibility Requirements**

### **LEOFF 2 Service Retirement**

You are eligible to retire at age 53 if you have at least five service credit years.

### **LEOFF 2 Early Retirement**

If you have at least 20 service credit years, you can retire at or after age 50 with a reduced benefit. The reduction is 3 percent for every year before age 53.

Please reference the LEOFF 2 Handbook for further details: [LEOFF 2 Handbook](#)

**Minimum Text for Letter of Intent to Retire**

*I, \_\_\_\_\_ [employee's name], having reviewed Chief's Memorandum regarding the 2022 Retirement Incentive Program – 60% Payout, have elected to accept the terms of the program as stated and voluntarily retire from Northshore Fire Department. I am willing to sign a Separation Agreement and Release with Northshore Fire Department substantially in the form of that included with the Chief's Memorandum.*

*Therefore, please accept this as my official notice of my intent to retire from Northshore Fire Department effective February 28, 2022. My last day of work will be \_\_\_\_\_ [date].*

*[Employee Signature]*

## Separation Agreement and Release

This Separation Agreement and Release ("Separation Agreement") is entered into by and between Northshore Fire Department (the "Department") and \_\_\_\_\_ ("Employee").

In consideration of the promises contained below, the parties agree as follows:

- 1. Separation from Employment.** Employee's last date of employment with the Department shall be \_\_\_\_\_, 2022 (the "Separation Date").
- 2. Severance Pay.** The Department agrees to pay Employee a total gross payment of \$\_\_\_\_\_ [60% of the employee's 2022 annual wage (base wage plus longevity pay plus any other added monthly wage)] (the "Severance Pay"). Such severance pay will be paid in five (5) annual payments of \$\_\_\_\_\_ [1/5th of the amount above], less all required payroll withholdings. The first severance payment will be paid on the first Department pay date at least fourteen (14) days following the later of the Separation Date or the expiration of the Revocation Period (defined below).
- 3. Consideration.** The parties agree that the Severance Pay described above is not a benefit to which the Employee would otherwise be entitled upon separation under existing employee benefit plans provided by the Department or under any pre-existing agreement between Employee and the Department.
- 4. Health Insurance.** In accordance with federal law (COBRA), Employee may elect, at Employee's expense, continuing medical, dental and vision benefits under the Department's current health insurance policies for 18 months following the Separation Date, provided that Employee must make timely application and remain eligible for such benefits. It is the intent of the parties that Employee's COBRA rights begin to run on the Separation Date. Employee may also purchase at his/her own expense, retiree health insurance under the Department's current or future plans, provided the employee meets the eligibility criteria for retiree coverage under the plan. The terms and conditions applicable to retiree coverage will be determined by the applicable carrier.
- 5. Accrued Leave.** Employee's separation from the Department will be considered a retirement for purposes of the leave cash out provisions of any collective bargaining agreement covering Employee's employment. Employee will receive payment for accrued but unused paid leave as of the Separation Date as provided by the applicable collective bargaining agreement's terms.
- 6. Release.** Employee accepts the benefits contained in this Separation Agreement in full satisfaction of all his/her rights and interests relating to his/her employment with and separation from the Department and, in consideration therefore, Employee hereby releases the Department, its affiliates, successors, predecessors, past and present officers, commissioners, agents, representatives and employees (collectively, the "Released Parties") from all claims (other than claims for the payments provided for under this Separation Agreement), causes of action or liabilities, suspected or unsuspected and irrespective of any present lack of knowledge of any possible claim or of any fact or circumstance pertaining thereto, which Employee may have or claim

to have against any of the Released Parties arising from or during employment with the Department or as a result of separation from employment. This release specifically covers, but is not limited to, any claims of discrimination based on race, color, national origin, sex, sexual orientation, marital status, age (including claims under the Age Discrimination in Employment Act, hereinafter "ADEA") or physical or mental disability under any federal, state, or local law, rule, or regulation; any contract or tort claims; any claims for unpaid wages or benefits; any claims arising under federal, state or local law based on promises made or allegedly made by the Department to Employee; and any claims under any express or implied contract or other legal restrictions on the Department's right to terminate its employees. Employee hereby covenants not to assert any such claims or causes of action (the only exception being a suit filed solely to challenge the validity of this release under the ADEA). This release is intended to be all encompassing, and to fully resolve all matters and relations between the parties up to the date Employee signs this Separation Agreement.

7. **Other Claims or Lawsuits.** Employee represents that as of the date s/he executes this Separation Agreement, s/he has not filed any complaints, charges, or lawsuits against any of the Released Parties with any governmental agency or any court.
8. **No Admission.** Nothing in this Separation Agreement shall be construed as any indication that the Department or any of the Released Parties has acted wrongfully towards Employee or any other person.
9. **Department Disclosures.** Employee understands and acknowledges that other employees are being offered the opportunity to participate in the Department's retirement incentive program, and that other employees may retire as a result of the program. Employee further acknowledges receiving Schedule A to this Separation Agreement, which sets forth the following:
  - a. The class or group of employees covered by the retirement incentive program and any time limits set for participation;
  - b. The job titles and ages of all employees eligible for the program; and
  - c. The job titles and ages of all employees who are not eligible for the program.
10. **Review and Revocation.** Employee acknowledges that:
  - a. Pursuant to applicable law, s/he has been offered the opportunity to review a copy of this Separation Agreement for a period of 45 days (the "Review Period");
  - b. The Department advised Employee at the beginning of the Review Period to consult with an attorney concerning the terms and conditions of this Separation Agreement including, without limitation, the release set forth in this Separation Agreement; and
  - c. The terms and conditions of this Separation Agreement have not been amended, modified, or revoked during the Review Period. The Department and Employee agree that Employee shall have seven (7) calendar days (the "Revocation Period") following the date on which Employee signs this Separation Agreement to revoke his/her acceptance of the Separation Agreement and the release set forth in this Separation Agreement, and this Separation Agreement shall not become effective until the Revocation Period has expired.

11. **Voluntary Execution.** Employee represents that s/he has read, considered and fully understands this Separation Agreement and all its terms, and executes it freely and voluntarily.
12. **Construction of Agreement; Governing Law.** Each party has had a full and complete opportunity to review this Separation Agreement, and has been given the opportunity to have counsel review it. Accordingly, the parties agree that the common law principles of construing ambiguities against the drafter shall have no application to this Separation Agreement. Interpretation of this Separation Agreement shall be under Washington law. If any action is necessary to enforce the terms of this Separation Agreement, the substantially prevailing party shall be entitled to receive reasonable attorneys' fees and costs.
13. **No Representations.** Employee represents that in entering into this Separation Agreement, s/he does not rely and has not relied upon any representation or statement made by the Department or any of its employees or agents concerning this Separation Agreement.
14. **Complete Agreement.** This Separation Agreement constitutes a full and final resolution of all matters in any way related to Employee's employment with and separation from the Department. This Separation Agreement supersedes any and all other agreements between or covering the parties. The parties agree that no modification, change or amendment of this Separation Agreement or any of its provisions shall be valid, unless in writing and signed by the party against whom such claimed modification, change or amendment is sought to be enforced.
15. **Severability.** If any provision of this Separation Agreement, or portion thereof, shall be held invalid or unenforceable by a court of competent jurisdiction or in any arbitration proceeding, such invalidity or unenforceability shall attach only to such provision or portion thereof, and shall not in any way affect or render invalid or unenforceable any other provision of this Separation Agreement or portion thereof, and this Separation Agreement shall be carried out as if any such invalid or unenforceable provision or portion thereof were not contained herein. In addition, any such invalid or unenforceable provision shall be deemed, without further action on the part of the parties, modified, amended or limited to the extent necessary to render the same valid and enforceable.
16. **Titles.** The titles of the paragraphs of this Separation Agreement are inserted merely for convenience and ease of reference and shall not affect or modify the meaning of any of the terms, covenants or conditions of the Separation Agreement.

IN WITNESS WHEREOF, the parties have executed this Separation Agreement as their free and voluntary act on the dates set forth below.

**[Employee's Name]**

**Northshore Fire Department**

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Mike Morris, Fire Chief

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**Schedule A**

**Northshore Fire Department Disclosure**

**A. The scope of and time limits pertaining to the Retirement Incentive Program.**

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- 1) The class or group of employees covered by the retirement incentive program includes all persons represented by the IAFF Local 2459 (the "Union") and employed full-time by Northshore Fire Department (the "Department") as of February 28, 2022, who are or will be eligible for service or early retirement on or before February 28, 2022, and wish to voluntarily retire on February 28, 2022.
- 2) Eligible employees wishing to participate in the voluntary retirement incentive program must notify the Department of their intent to participate by midnight on February 23, 2022. The employee's Separation Date must be on February 28, 2022 and must be on or after the employee reaches the required retirement age. To receive the retirement incentive, employees must execute a Separation Agreement and return it to the Department. The Separation Agreement becomes effective following the expiration of the seven-day Revocation Period described in the Separation Agreement.

**B. Job titles and ages (as of February 15, 2022) of individuals eligible for the retirement incentive program.**

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Interim Fire Chief (1)	53	Lieutenant (1)	50
Battalion Chief (1)	68	Firefighter (1)	60
Battalion Chief (1)	56	Firefighter (1)	58
Bataillon Chief (1)	51	Firefighter (2)	53
Lieutenant (1)	58		
Lieutenant (1)	56		
Lieutenant (1)	51		

**C. Job titles and ages (as of February 15, 2022) of individuals ineligible for the retirement incentive.**

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Training Captain (1)	47	Firefighter (1)	33
Lieutenant (1)	48	Firefighter (2)	32
Lieutenant (1)	45	Firefighter (1)	31
Lieutenant (1)	41	Firefighter (2)	30
Lieutenant (1)	37	Firefighter (2)	28
Firefighter (1)	50	Firefighter (1)	27
Firefighter (1)	44	Firefighter (1)	26
Firefighter (1)	43	Firefighter (2)	25
Firefighter (1)	42	Firefighter (1)	23
Firefighter (1)	41	Firefighter (1)	22
Firefighter (1)	39		
Firefighter (2)	38		
Firefighter (1)	37		
Firefighter (1)	36		
Firefighter (2)	35		