

EXHIBIT B

BENEFITS – FIRE CHIEF

- 1. VACATION LEAVE.** The Employee will be granted 40 hours of paid vacation leave on beginning of employment and shall thereafter accrue paid vacation leave at the rate of 3 and one-third hours per month, or forty (40) hours per annum. Vacation may accrue from year to year, however the maximum accrual of vacation in a contract term is 200 hours. Employee shall be entitled to accrued but unused vacation pay in the event of termination under this Employment Agreement.

- 2. SICK/BEREAVEMENT LEAVE.** The Employee will be entitled to:
 - 2.1.** Employee will accrue Sick Leave at the rate of 3 and one-third hours per month, or forty (40) hours per annum. Sick leave may be used for the Employee's own sickness, dental appointments, or medical appointments. It may also be used for sickness, dental appointments, or medical appointments of the Employee's immediate family, defined as the Employee's child, spouse, domestic partner, parent, parent-in-law, or grandparent, in accordance with RCW 49.12.265 -.295.

 - 2.2.** Up to three days (twenty-four hours) of bereavement leave may be used for bereavement purposes for each family member identified in Section 2.1. With approval of the Board chairperson bereavement leave in excess of three days may be granted and accrued sick leave may be used for such approved excess bereavement leave. There shall be no accrual or carryover of bereavement leave.

 - 2.3.** Unused, accrued sick leave may be carried over year to year with a maximum accrual of 200 hours in a contract term. Unless otherwise provided in this Agreement accrued sick leave shall be forfeited on termination of employment for any reason.

- 3. RETIREMENT PROGRAM.** In the event the District becomes Employee's sole employer, the District will pay the employer's portion of the applicable public retirement system monthly premium.