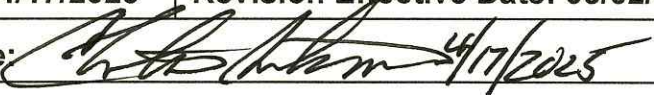




Pine-Strawberry Fire District Compensation and Benefits 4.15

Subject: Short-Term Disability	Page: 1 of 2
Board Approval Date: 03/18/2024	Effective Date: 04/02/2024
Revision Approval Date: 04/17/2025	Revision Effective Date: 05/02/2025
Board Chair Signature & Date:  4/17/2025	

I. PURPOSE:

To provide benefits to Pine-Strawberry Fire District (PSFD) members (or their designated beneficiaries) in the event of a disability or death.

II. POLICY:

It is the policy of Pine-Strawberry Fire District (PSFD) to provide Short-Term Disability and Accidental Death and Dismemberment coverage for all full-time members.

III. SCOPE:

- A. This policy applies to all full-time members of Pine-Strawberry Fire District (PSFD).

IV. GUIDELINES:

- A. PSFD shall pay the entire premium for a term life insurance policy offered to full-time members. Additionally, the member has the option to elect supplemental life insurance for themselves or eligible dependents.
- B. Supplemental life insurance, Accidental Death and Dismemberment, and short-term disability insurance benefits are offered as optional to the member and eligible dependents.
 - 1. The premiums for the supplemental life insurance shall be paid by the member via payroll deduction.

- C. The Accidental Death and Dismemberment policy (life insurance policy) shall provide cash benefits to offset costs and loss of income in the event of a covered accident.
- D. Short-term disability insurance shall provide partial income protection in the event a member suffers a qualifying disability that renders them unable to perform job duties.
- E. PSFD also provides all suppression members with a cancer insurance policy at no cost to the member.
- F. A detailed plan summary of each of these insurance benefits is available in the Administration Office.