

MEMORANDUM OF PARTICIPATION of

**The Renton Regional Fire Authority**

**(Workers' Compensation Account # 626158-00)**

**IN THE FIREFIGHTER INJURY AND ILLNESS REDUCTION (FIIRE) PROGRAM**

**January 2026 – December 2026**

The goal of the Firefighter Injury and Illness Reduction (FIIRE) Program is to reduce firefighter injuries and illnesses through proactive risk management and implementation of best practices. This agreement applies to the 2026 FIIRE Program Year.

We, the Renton Regional Fire Authority and IAFF Local 864 (collectively "we") understand and agree to the terms of the 2026 Firefighter Injury and Illness Reduction (FIIRE) Program as outlined below.

**A. Requirements**

To be eligible for the incentive, we understand that we must meet the following requirements for our fire department operations:

**1<sup>ST</sup> YEAR PARTICIPATION**

1. Complete a self-assessment of our safety programs using the Vulnerability Assessment Program (VAP) survey, and refine our Accident Prevention Program (APP) and other policies and procedures using the VAP survey results. Survey results will not be shared with DOSH compliance. The VAP results and APP refinement must be completed by **February 28, 2026**.
2. Complete a risk management training provided by L&I by **March 31, 2026**. We understand that we must contact L&I FIIRE Program by **January 15, 2026** to coordinate delivery of the training. We understand the L&I FIIRE Program will work with us to determine the best approach to deliver the training. We understand, at a minimum, participants in the training must include the department's health and safety officer (or, similar) and a firefighter who serves on the safety committee.
3. Create and implement the Safety Improvement Plan (SIP), focusing on safety and health best practices to address carcinogen exposures and musculoskeletal disorders, including actions to actively monitor and adjust the SIP for effectiveness. To be eligible for grant funding, a SIP is required and must be developed by **May 31, 2026** and implemented from **June 1, 2026** through **December 31, 2026**.
4. Send a fire department representative to attend all Fire Fighter Health and Safety Collaborative meetings. We understand that attendance is mandatory and absences are not permitted. We will contact FIIRE staff prior to the meeting, or within one week, for an appropriate substitution if work circumstances prohibit attendance.

5. Submit quarterly reports and the end-of-the-year report to the L&I FIIRE Program. The L&I FIIRE Program will send a quarterly report questionnaire/form. Submittal is required within 3 weeks of receipt.
6. We agree to continue to keep our L&I Premium Account in good standing according to WAC 296-17-31004.

**Ongoing Activities**

7. Make efforts to optimize safety committee activities based on the risk management training, including applying proactive risk management principles to hazard identification, incident investigations, and injury/near-miss reporting.
8. Review existing return to work policies, and develop new plans as needed to improve outcomes for injured firefighters and mitigate time-loss costs to the department. Consider incentive programs such as Stay at Work.
9. We understand the value of line firefighter input and we will make every effort to include them in our program.

**2<sup>ND</sup> YEAR PARTICIPATION**

1. Complete any revisions to the Accident Prevention Program (APP) using the Vulnerability Assessment Program (VAP) survey results by **February 28, 2026**.
2. Complete an on-site, annual Progress visit provided by L&I by **June 27, 2026**. We understand that we must contact the L&I FIIRE Program by **February 14, 2026** to schedule the site visit.
3. Send a fire department representative to attend all Fire Fighter Health and Safety Collaborative meetings. We understand that attendance is mandatory and absences are not permitted. We will contact FIIRE staff prior to the meeting, or within one week, for an appropriate substitution if work circumstances prohibit attendance.
4. Continue to implement the Safety Improvement Plan (SIP), focusing on safety and health best practices to address carcinogen exposures and musculoskeletal disorders, including actions to actively monitor and adjust the SIP for effectiveness. To be eligible for grant funding, a new or substantially revised SIP is required and must be developed by **May 31, 2026** and implemented from **June 1, 2026** through **December 31, 2026**.
5. Submit quarterly reports and the end-of-the-year report to the L&I FIIRE Program. The L&I FIIRE Program will send a quarterly report questionnaire/form. Submittal is required within 3 weeks of receipt.
6. We agree to continue to keep our L&I Premium Account in good standing according to WAC 296-17-31004.

**Ongoing Activities**

7. Continue to optimize safety committee activities based on the risk management training, including applying proactive risk management principles to hazard identification, incident investigations, and injury/near-miss reporting.
8. Continue reviewing existing return to work policies, and develop new plans as needed to improve outcomes for injured firefighters and mitigate time-loss costs to the department. Consider scheduling a review meeting with L&I Return to Work consultants to discuss policies and incentive programs such as Stay at Work.

9. We understand the value of line firefighter input and we will make every effort to include them in our program.

### 3RD YEAR PARTICIPATION

1. Complete on-site, annual Progress visit by L&I. We understand that we must contact L&I by **July 11, 2026** to schedule the site visit, and complete the site visit by **October 1, 2026**.
2. Assess progress of the Safety Improvement Plan (SIP) at reducing carcinogen exposures and the incidence of musculoskeletal disorders, such as those related to patient transport and equipment handling. Consider development and implementation of a new SIP or substantially revised SIP where appropriate based on monitoring or other assessment. To be eligible for grant funding for 2026, a new or substantially revised SIP is required and must be developed by **May 31, 2026** and implemented from **June 1, 2026** through **December 31, 2026**.
3. Send a fire department representative to attend all Fire Fighter Health and Safety Collaborative meetings. We understand that attendance is mandatory and absences are not permitted. We will contact FIIRE staff prior to the meeting, or within one week, for an appropriate substitution if work circumstances prohibit attendance.
4. Submit quarterly reports and the end-of-the-year report to the L&I FIIRE Program. The L&I FIIRE Program will send a quarterly report questionnaire/form. Submittal is required within 3 weeks of receipt.
5. We agree to continue to keep our L&I Premium Account in good standing according to WAC 296-17-31004.

### **Ongoing Activities**

6. Evaluate efforts to optimize safety committee activities, assessing if the committee is applying proactive risk management principles to hazard identification, incident investigations, and injury/near-miss reporting.
7. Assess return to work policies, at improving outcomes for injured firefighters and reducing time-loss costs to the department.
8. We understand the value of line firefighter input and we will make every effort to include them in our program.

### 4TH YEAR PARTICIPATION

1. Complete a "FIIRE Program Summary" report using the provided template by **August 21, 2026**.
2. Complete an on-site annual Progress visit by L&I. We understand that we must contact L&I by **August 7, 2026** to schedule the site visit, and complete the site visit by **November 2, 2026**.
3. Assess progress of the Safety Improvement Plan (SIP) at reducing carcinogen exposures and the incidence of musculoskeletal disorders, such as those related to patient transport and equipment handling. Consider development and implementation of a new SIP or substantially revised SIP where appropriate based on monitoring or other assessment. To be eligible for grant funding for 2026, a new

or substantially revised SIP is required and must be developed by **May 31, 2026** and implemented from **June 1, 2026** through **December 31, 2026**.

4. Send a fire department representative to attend all Fire Fighter Health and Safety Collaborative meetings. We understand that attendance is mandatory and absences are not permitted. We will contact FIIRE staff prior to the meeting, or within one week, for an appropriate substitution if work circumstances prohibit attendance.
5. Submit quarterly reports and the end-of-the-year report to the L&I FIIRE Program. The L&I FIIRE Program will send a quarterly report questionnaire/form. Submittal is required within 3 weeks of receipt.
6. We agree to continue to keep our L&I Premium Account in good standing according to WAC 296-17-31004.

### **Ongoing Activities**

7. Evaluate efforts to optimize safety committee activities, assessing if the committee is applying proactive risk management principles to hazard identification, incident investigations, and injury/near-miss reporting.
8. Assess return to work policies, at improving outcomes for injured firefighters and reducing time-loss costs to the department.
9. We understand the value of line firefighter input and we will make every effort to include them in our program.

### **B. Incentives**

1. We understand that once we meet the requirements, we will receive a 10% premium incentive discount for the risk class 6904 base premium rate. The discount will be applied starting January 1, 2026 and ending December 31, 2026. Upon submittal of this agreement, a new rate notice will be sent reflecting the discounted rate and employee deduction rate.
2. For the purposes of quarterly reporting, we agree to report the hours worked in class 6904 under the internal code 6992 for the FIIRE Program. This internal code will be on our quarterly premium notice. We understand that these codes are for internal use with the discounted rates and do not create a new risk class.

### **C. Termination**

1. We understand that this agreement will terminate on December 31, 2026.
2. We understand that we may terminate our participation in the FIIRE Program at any time upon notice to L&I. We understand that if we voluntarily terminate our participation, we will no longer receive any discount.
3. We understand that L&I may suspend or terminate this agreement should we no longer be in compliance with the requirements. To the extent permitted by law, we understand that we will be given notice and an opportunity to comply before suspension or termination.

**Authorized Representative from Fire Authority**

Type or Print Name:

Position:

Steven C Heitman

Fire Chief

Signature



Date:

10/6/25

**Authorized Union Representative**

Type or Print Name:

Position:

Andrew Plumlee

President

Signature



Date:

10/06/2025

**Department of Labor & Industries**

Michelle O'Brien, L&I Employers Services Program Manager

Signature

Michelle O'Brien

Date:

10/13/2025