Participation Year: Choose an item. 6th year

MEMORANDUM OF PARTICIPATION for
The Renton Regional Fire Authority

(Workers' Compensation Account # 626158-00)

IN THE FIREFIGHTER INJURY AND ILLNESS REDUCTION (FIIRE) PROGRAM

January 2027 – December 2027

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 2027 FIIRE Program Year.

We, the Renton Regional Fire Authority ("Fire Department") (collectively "we") understand and agree to the terms of the 2027 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. Complete an on-site, annual Progress visit provided by L&I by **December 18, 2027**. We understand that the L&I FIIRE Program will work with us to determine the best approach to conduct the site visit. We understand that at a minimum, the site visit must include someone who is on the safety committee.
2. 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.
3. 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, 2027** and implemented from **June 1, 2027** through **December 31, 2027**.
4. Submit benchmark reports and the end-of-the-year report to the L&I FIIRE Program. The L&I FIIRE Program will send a link to the benchmark report. 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. Complete any revisions to the Accident Prevention Program (APP) using the Vulnerability Assessment Program (VAP) survey results and adjust as needed.
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.

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, 2027 and ending December 31, 2027. 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, 2027.
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 one missed requirement and extension deadline will result in our department being put on probationary status for the remainder of the program year.
4. We understand that two missed requirements and extension deadlines will result in our department not being eligible to participate for one year after current program year.
5. We understand that L&I may 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 Department

Type or Print Name: Daniel Alexander

Position: Deputy Chief

Signature: Dan Alex

Date: 9/21/2026

Authorized Union Representative

Type or Print Name: Andrew Plumlee

Position: President

Signature

Date: 09/23/2026

Department of Labor & Industries

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

Signature: Michelle O'Brien

Date: 10/2/2026