MESCAL J-6 FIRE DISTRICT

STANDARD OPERATING POLICY # 071

Statutory Benefits

I. PURPOSE

To comply with Federal and State laws covering mandated benefits.

II. SCOPE

This policy applies to all members of the District, except as noted in the guidelines regarding Social Security.

III. POLICY

In accordance with State and Federal laws, MJFD provides benefits for all members effective upon the start of volunteer employment. These benefits include Social Security (FICA), Workers' Compensation.

IV. GUIDELINES

A. **Social Security –** Members are required by law to have a valid Social Security number and to contribute to the Social Security system. FICA contributions are deducted from each paycheck at a rate fixed by Congress. An equal sum is contributed to each member's account by MJFD. Both the rate and the taxable base change periodically as specified by Federal statutes.

B. **Workers' Compensation Insurance –** All members are covered under such policy in the event of a work-related illness or injury. Further details are provided in the policy entitled "072 Workers' Compensation."

Approved by the Mescal-J6 Fire District Governing Board on January 4th, 2016. Replaces February, 2012