



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT SUMMARY OF BENEFITS

Medical, Dental and Vision Insurance

Truckee Meadows Fire Protection District offers an attractive and affordable employee health insurance program. The District pays 100% of employee premiums and 50% of dependent premiums. Employees' contributions to dependent premiums are made pre-tax via payroll deduction.

The District offers two medical options to meet the varying needs of our employees: a PPO plan through Prominence Health and a high deductible PPO plan also through Prominence Health accompanied by a fully portable Health Savings Account (HSA). If the high-deductible plan is selected, the District contributes **up to** \$4,688 annually to the HSA. Employees are eligible to participate in our health insurance programs on the 31st day of employment.

Life Insurance

Truckee Meadows Fire Protection District provides \$25,000 of life insurance for all active employees.

Deferred Compensation Plan

Truckee Meadows Fire Protection District offers several pre-tax and post-tax deferred compensation plans which are administered through Voya Financial and Nevada Deferred Compensation.

PERS

Starting July 2025, your Public Employees' Retirement System (PERS) contributions will be 36.75% of your annual salary for regular retirement, or 58.75% for Police/Fire retirement. You'll be fully vested (eligible for full PERS benefits) after five years of employment. Your Collective Bargaining Agreement has details on the specific contributions, so please review it.

Note: PERS retirement contribution rates are typically adjusted every other year (odd numbered years); salaries may be adjusted commensurate with PERS retirement contribution rates.

Leave Benefits (per L2487 CBA)

- **Vacation Leave Benefits:** Eligibility begins one year from the date of employment and is earned on a graduated basis starting dependent on whether an employee is 40 hour or 56 hour, up to 286 hours after ten years of employment.
- **Sick Leave Benefits:** Eligibility begins on the first day of employment and is earned at 7 hours per bi-weekly pay period for 56 hour employees and 5 hours per bi-weekly pay period for 40 hour employees which is cumulative from year to year.
- **Holidays:** Truckee Meadows Fire Protection District employees receive eleven paid holidays each year and eligibility is immediate upon permanent employment.
- **Personal Leave:** Employees can earn up to 24 additional hours of personal leave each year for low sick leave usage.

Other Benefits (per L2487 CBA)

- **Longevity Pay:** Employees who have completed a total of five (5) years or more of full-time service with the District shall be entitled to annual longevity pay at the rate of .50% (one half percent) of the base pay for each year of continuous service with the District up to a maximum payment of 10% (ten percent) or \$10,000, whichever is less. This will be paid twice a year.
- **Flexible Spending Account and Health Savings Account:** The Flexible Spending Account and Health Savings Account are administered by American Fidelity.
- **Supplemental Insurance:** Supplemental insurance (i.e. additional life insurance, cancer insurance, short and long term disability) is available with vendors at competitive, discounted group rates to include American Fidelity and Western Insurance.
- **Pet Insurance:** We offer voluntary pet insurance that reimburses for eligible expenses when your furry friend gets sick or injured. It's a direct-pay benefit, meaning you'll manage your own account and work directly with the provider to choose the best plan and rates for your pet. Enroll today, and your policy can start as soon as tomorrow!
- **Employee Assistance Program:** Employees and family members are eligible to utilize the Employee Assistance Program provided through ComPsych, which includes up to six free counseling sessions per issue. The program includes a Legal and Financial Resource Center, Wellness Website and Concierge Services.
- **Incentive Pays:** Various incentive pays for education and certifications.
- **Professional Certification Credits:** Truckee Meadows Fire Protection District will pay for Continuing Education Units to maintain the professional licensure needed for your position.



**Truckee Meadows Fire Protection District
Unclassified, Non-represented Confidential and Administrative
Employees Benefits
Effective 7-1-2024**

BENEFITS Effective 7/1/2024	EMPLOYEE ELIGIBILITY "DATE"										
Merit Increases											
Full-time employees may receive an annual 5% merit increase until the position classification's maximum salary is reached.	Employees rated satisfactory or above after one (1) year of continuous service.										
Holidays											
New Year's Day; Martin Luther King Jr. Day; President's Day; Memorial Day; Juneteenth; Independence Day; Labor Day; Nevada Day; Veterans Day; Thanksgiving; Family Day (day after Thanksgiving); Christmas Day	Eligibility is immediate upon employment with Truckee Meadows Fire Protection District (TMFPD).										
Holiday Pay											
Employees shall be paid eight (8) hours at their premium hourly rate for employees who regularly work an eight (8) hour shift or to be paid ten (10) hours at their premium hourly rate if the employee works a ten (10) hour shift for each of the District holidays. Any other day declared by the President of the United States to be a legal holiday or added to NRS 236.015 shall also be a legal holiday.	Eligibility is immediate upon employment with TMFPD. Must be in a paid status the scheduled work day before the holiday and the scheduled work day after the holiday.										
Employee Assistance Program											
Confidential, licensed counseling services available to employees and immediate family members.	Eligibility is immediate upon employment with the TMFPD.										
Personal Leave											
Personal leave will be issued as follows: Use 0 to 32 hours of sick leave as of the end of the twenty-sixth (26th) pay period, or in the event of a 27th pay period, in a calendar year shall receive 16 hours of Personal Leave credit. Use 33 to 40 hours of sick leave as of the end of the twenty-sixth (26th) pay period, or in the event of a 27th payroll period, in a calendar year shall receive eight (8) or ten (10) hours, based on the employee's normal work shift, of Personal Leave credit. Credited at the end of the first full pay period the following January.	Eligibility is immediate upon a year of service										
Vacations											
Vacation hours are earned on a graduated basis: <table border="0"> <tr> <td>Years</td> <td>Hours</td> </tr> <tr> <td>Less than 3.....</td> <td>102</td> </tr> <tr> <td>3 but less than 5.....</td> <td>139</td> </tr> <tr> <td>5 but less than 10.....</td> <td>167</td> </tr> <tr> <td>10 years.....</td> <td>213</td> </tr> </table> Vacation may be accumulated from year to year not to exceed two hundred forty (240) hours as of the last full pay period encompassing December 31st. If an eligible Employee has accumulated two hundred forty (240) hours of vacation leave at the conclusion of the pay period encompassing December 31st, the District shall pay out one hundred percent (100%) of that eligible Employee's vacation leave in excess of two hundred forty (240) at their hourly base rate.	Years	Hours	Less than 3.....	102	3 but less than 5.....	139	5 but less than 10.....	167	10 years.....	213	Eligibility for paid vacation begins the first day of the pay period following completion of 12 months of continuous TMFPD.
Years	Hours										
Less than 3.....	102										
3 but less than 5.....	139										
5 but less than 10.....	167										
10 years.....	213										

BENEFITS Effective 7/1/2024	EMPLOYEE ELIGIBILITY "DATE"														
Sick Leave															
<p>Sick leave benefits will accrue at the rate of (5) hours per bi weekly pay period, which is cumulative from year to year.</p> <p>Employees retiring with ten (10) years of District Seniority and a minimum of twenty (20) years of total service with Nevada Public Employees Retirement System (NV PERS), the District will pay out base rate to the employee the following percentages if the employee's accumulated sick leave balance as follows:</p> <table border="0" data-bbox="73 462 454 682"> <thead> <tr> <th>Years</th> <th>Conversion Percentage</th> </tr> </thead> <tbody> <tr> <td>20.....</td> <td>75%</td> </tr> <tr> <td>21.....</td> <td>80%</td> </tr> <tr> <td>22.....</td> <td>85%</td> </tr> <tr> <td>23.....</td> <td>90%</td> </tr> <tr> <td>24.....</td> <td>95%</td> </tr> <tr> <td>25 +.....</td> <td>100%</td> </tr> </tbody> </table> <p>In the event of a line of duty death, the District will convert the employees sick leave at a conversion rate of one hundred percent (100%) of the employees premium rate.</p> <p>As long as an employee is in a paid status, they shall earn sick and vacation leave while on such leave. If the employee is on leave without pay, they shall not earn sick or vacation leave while on such leave.</p>	Years	Conversion Percentage	20.....	75%	21.....	80%	22.....	85%	23.....	90%	24.....	95%	25 +.....	100%	<p>Eligibility for paid sick leave begins as the leave is accrued from the first day of employment.</p>
Years	Conversion Percentage														
20.....	75%														
21.....	80%														
22.....	85%														
23.....	90%														
24.....	95%														
25 +.....	100%														
Longevity Pay															
<p>Paid at the rate of one-half percent (1/2%) of the base hourly rate for each year of continuous service with the District up to a maximum payment not to exceed seventeen thousand dollars (\$17,000).</p> <p>An employee's eligibility for longevity pay shall be reviewed as of June 1st and December 1st of each year with payment to be affected in equal semiannual installments payable on the first payday of June and December immediately following a determination of eligibility. For qualified employees retiring or resigning before the due date of any semiannual payment, the amount of payment shall be prorated.</p>	<p>Employee shall be entitled to annual longevity pay when they have completed a total of five (5) years or more of full-time service with the District.</p>														
Retirement															
<p>The District shall continue to pay 100 percent (100%) of the cost of the retirement contribution for the State of Nevada Public Employee's Retirement System, in accordance with NRS Chapter 286, of up to a three percent (3%) increase for Police/Fire NV PERS and two percent (2%) increase in Regular NV PERS. The District will pay the employee portion of a NV PERS contribution rate increase of up to a three percent (3%) increase to Police/Fire NV PERS and two percent (2%) for Regular NV PERS in lieu of a raise during the term of the agreement. In the event that the Nevada Public Employee's Retirement System rate increases above three percent (3%) for Police/Fire NV PERS or two percent (2%) for Regular NV PERS, the District and the Employee will split equally the remaining increase above three percent 3% for Police/Fire or two percent (2%) for Regular NV PERS.</p>	<p>Eligibility is immediate upon employment with the TMFPD.</p>														

BENEFITS Effective 7/1/2024	EMPLOYEE ELIGIBILITY "DATE"
Insurance	
<p>100% of the premium is contributed for each employee. Coverage includes life, medical, dental and vision; and payment of 50% of dependent coverage costs.</p>	<p>Eligibility for coverage becomes effective on the 31st day of employment.</p> <p>Enrollment form must be completed and submitted prior to the effective date.</p>
Retiree Health Insurance	
<p>To be eligible for any retiree health benefits, an employee's retirement date with NV PERS and the District must be within one (1) day of each other, while still meeting eligible year requirements.</p> <p>Employees retiring under NV PERS with a total of ten (10) years of continuous District service on or after July 1, 2024, will receive coverage where the District pays sixty percent (60%) of the premium for employee-only health insurance.</p> <p>Employees, hired on or before June 30, 2044, retiring with a total of twenty (20) years of consecutive District service on or after July 1, 2024, will receive one hundred percent (100%) of the premium for employee-only health insurance. Employees hired on or before July 1, 2014 will be eligible for 100% retiree-only health insurance with less than twenty years of service with the District.</p> <p>Under these plans, Medicare will be the primary insurer once the covered employee becomes Medicare-eligible.</p>	<p>Employees who retire under NV PERS, with a minimum of ten (10) years' service with the District.</p>
Bilingual Pay	
<p>NEW BENEFIT Effective July 1, 2024: Employees who are identified and utilized by the District to provide bilingual language skills in any language other than English, that has been identified as a need with any District service or program area, and which is not a minimum qualification for an employee's job classification, shall on the approval of the Fire Chief or designee, be tested for certification during the employee's regular work schedule by an approved testing provider at the District's expense.</p> <p>The District will pay for two opportunities for an employee to become certified, all other attempts will be on the employee's own time and expense.</p> <p>The certification exam will test the employee's language competency in listening, speaking, reading, writing, and overall comprehension. The examination process will meet all applicable state statutes. Upon proof of certification, the employee shall receive an additional two percent (2%) of the base hourly rate as bilingual differential pay.</p>	<p>While Eligibility is immediate upon employment with the TMFPD.</p> <p>This differential pay will become effective in the first full pay period after the Employee's qualification for bilingual pay</p>