



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 (not affiliated with Voya).

PERS

Truckee Meadows Fire Protection District contributes 29.25% of your annual salary for regular retirement and 42.5% of your annual salary for Police/Fire retirement towards your Public Employees' Retirement System (PERS). *Effective July 1, 2023, the District will contribute 33.50% of your annual salary for regular retirement and 50.00% of your annual salary for Police/Fire retirement.* Employees are fully vested after five years of employment.

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. A 56 hour employee can accrue up to 286 hours after ten years of employment. A 40 hour employee can accrue up to 204 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 twelve paid holidays each year and eligibility is immediate upon permanent employment.
- **Personal Leave:** Employees can earn up to 24 additional hours (depending on 56 or 40 hour schedule) of personal leave each year for low sick leave usage.

Other Benefits (per L2487 CBA)

- **Career Incentive Pay:** Employees who have completed a total of five (5) years or more of full-time service with the District shall be entitled to career incentive 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:** Pet insurance is available with self-pay through Wishbone at competitive, discounted group rates.
- **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 required for your position.