

TMFPD Proposed – 2487 Non - Supervisory Group Offer: 7/15/19

TMFPD District Counter Offer: 7/15/19

TMFPD Union Counter Offer: 7/15/19

Base Pay:

- 1.5 % Base Pay increase as of 7/1/19 (District absorbs all of PERS increase, equivalent to a ~~23.5%~~ cost to District)
- ~~32.5%~~ Base Pay increase as of 7/1/20
- ~~32.5%~~ Base Pay increase as of 7/1/21

Education:

- 1.5% of Base Pay for an Associate's Degree in Fire Science or Emergency Management related field
- ~~32.5%~~ ~~2.5%~~ 3% of Base Pay for a Bachelor's Degree in Fire Science or Emergency Management related field in Fire Science related field
- Non-compounding (only receive one)
- ~~Non-compounding (only receive one or the other)~~

Retirement:

- ~~Reject — Remain as negotiated previously~~
- \$2500 per year deposit to HRA for Pre 7-1-14 Employees.
- Employees are responsible for all HRA account fees.

Sick Time Payout

- Must retire with NV PERS with a minimum of 20 years of total NV PERS service
- Sick balance to be paid on employees' base rate of pay as of retirement date to HRA as follows up to a maximum of \$50,000 up to a maximum of \$50,000.
 - 20 years 75%
 - 21 years 80%
 - 22 years 85%
 - 23 years 90%
 - 24 years or more 100%

Wet Team incentive

- 3% incentive for members of wet team, subject to the following:
 - Limit of ~~3024~~ members
 - Subject to Policy requirements to be created by Fire Chief that will include:
 - Rank Allocation
 - Station Assignment
 - Training Requirements
 - Also, subject to adaption of similar Policy requirements and limits to the members on the Hazmat team.

Minimum Constant Safety Staffing

- ~~Reject — Remain as negotiated previously~~
- Still request reopener in 2020-2021.
- Meet and confer in January 2021
- Reopener in 2020-2021

Base Pay:

- 1.5 % Base Pay increase as of 7/1/2019 (District absorbs all of PERS increase, equivalent to a ~~23.5%~~)
- 3.0% Base Pay increase as of 7/1/2020
- 3.0% Base Pay increase as of 7/1/2021

Career Incentive/Longevity:

- Match 2487 Non-Supervisors extending cap to \$12,500
- Five or more full-time service years with the district.
- .5% (.005) of base pay per year of full time service.
- Maximum of ~~10~~% or \$12500 whichever is less.

Education:

- ~~0.5% Fire Officer III~~
- 1.5% of Base Pay for an Associate's Degree in Fire Science or **Emergency Management** related field.
- ~~2.5% 3.0% 2.5% 3%~~ of Base Pay for a Bachelor's Degree ~~in a Fire Science or Emergency Management related field in a Fire Science or related field.~~
- 3.0% Division Supervisor or Type III IC or Executive Fire Officer (EFO)
- Non-compounding (only receive one)
- ~~Non-compounding (only receive one or the other)~~

Retirement:

- Match 2487 Non-Supervisors (matching language)
- ~~Pre 7/1/14 Employees:~~
 - ~~50% employee only premium paid District insurance with 10 years of District Service must retire under PERS, Medicare becomes primary when Medicare eligible.~~
 - ~~\$1000 one-time deposit to HRA for pre 7/1/14 Employees, then \$120/year every following year.~~
 - ~~Employees are responsible for all HRA account fees.~~
- **Post 7/1/14 Employees**
 - \$2500 per year deposit to HRA for ~~Prepost~~ 7/1/14 Employees.
 - Employees are responsible for all HRA account fees.

Sick Time Payout:

- **Match 2487 Non-Supervisors** (matching language except as described below).
- Must retire with NV PERS with a minimum of 20 years of total NV PERS service.
- Sick Balance to be paid on employees base rate as of retirement date to HRA as follows ~~to a maximum of \$50,000 to a maximum of \$50,000~~
 - 20 Years 75%
 - 21 years 80%
 - 22 years 85%
 - 23 years 90%
 - 24 years or more 100%

Employee Specialty Pay: Max 9% cap. Moved to Education except Hazardous Material and WET Team

- ~~Division Supervisor 3% or Type III IC 3% (Non-compounding only receive one or the other)~~
- ~~Hazardous Materials 3% Technician or Wet Team Member 3% (Non-compounding only receive one or the other)~~

- ~~Fire Officer III 3% or Executive Fire Officer (EFO). (Non compounding only receive one or the other)~~

Specialty Pay

- Division Supervisor 3% or Type III IC 3% (Non compounding only receive one or the other)
- Fire Officer III 3% or Executive Fire Officer (EFO)3%. (Non compounding only receive one or the other)