



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

CURRENT BENEFITS Effective 7/1/2022	BENEFITS Effective 7/1/2024	EMPLOYEE ELIGIBILITY "DATE"	CHANGES
Merit Increases			
Full-time employees may receive an annual 5% merit increase until the position classification's maximum salary is reached.	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.	No change
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	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).	No change
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.	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.	No change

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Employee Assistance Program			
Confidential, licensed counseling services available to employees and immediate family members.	No Change	Eligibility is immediate upon employment with the TMFPD.	No Change
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.	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	No change

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Vacations			
Vacation hours are earned on a graduated basis: Years Hours Less than 3.....102 3 but less than 5.....139 5 but less than 10.....167 10 years.....213 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.	Vacation hours are earned on a graduated basis: Years Hours Less than 3.....102 3 but less than 5.....139 5 but less than 10.....167 10 years.....213 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.	Eligibility for paid vacation begins the first day of the pay period following completion of 12 months of continuous TMFPD.	No change

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Sick Leave			
Sick leave benefits will accrue at the rate of (5) hours per bi weekly pay period, which is cumulative from year to year.	Sick leave benefits will accrue at the rate of (5) hours per bi weekly pay period, which is cumulative from year to year.	Eligibility for paid sick leave begins as the leave is accrued from the first day of employment.	No change
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:	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:		
Years Conversion Percentage	Years Conversion Percentage		
20.....75%	20.....75%		
21.....80%	21.....80%		
22.....85%	22.....85%		
23.....90%	23.....90%		
24.....95%	24.....95%		
25 +.....100%	25 +.....100%		
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.	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.		
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.	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.		

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Longevity Pay			
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 of 10% payment not to exceed seventeen thousand dollars (\$15,000). 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.	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). 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.	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.	Remove the Percentage Cap and add a dollar Cap of seventeen thousand dollars (\$17,000).

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Retirement			
100% of NV PERS contribution for each permanent employee is paid. No Social Security deductions made for NV PERS eligible employees. Additionally, the District absorb any NV PERS rate increases.	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	Eligibility is immediate upon employment with the TMFPD.	Change from 100% of NV PERS contribution rates to a 50/50 split over 2% increases for Regular NV PERS and a 50/50 split over 3% for Police/Fire NV PERS.
Insurance			
100% of the premium is contributed for each employee. Coverage includes life, medical, dental and vision; and payment of 50% of dependent coverage costs.	100% of the premium is contributed for each employee. Coverage includes life, medical, dental and vision; and payment of 50% of dependent coverage costs.	Eligibility for coverage becomes effective on the 31st day of employment. Enrollment form must be completed and submitted prior to the effective date.	No change

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Retiree Health Insurance			
Employees who retire under NV PERS, with a minimum of ten (10) years' service with the District, the District shall pay fifty percent (50%) of the premium for employee only health insurance	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. 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. 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. Under these plans, Medicare will be the primary insurer once the covered employee becomes Medicare-eligible.	Employees who retire under NV PERS, with a minimum of ten (10) years' service with the District.	Clarification of retirement eligibility. Change retirement premium coverage from 50% to 60% for employees with 10 years of District Service. Change retirement premium coverage from 50% to 100% for employees hired before 2014 and for employees with 20 years of District Service up until an employment start date of June 30, 2044

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Bilingual Pay			
None	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. 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. 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.	While Eligibility is immediate upon employment with the TMFPD. This differential pay will become effective in the first full pay period after the Employee's qualification for bilingual pay	New Benefit