

The Board of Directors of the Truckee Fire Protection District met in Regular Session on Tuesday July 17, 2018 in the Truckee Sanitary District Boardroom located at 12304 Joerger Drive, Truckee, California at 5:30 p.m.

Chairman Wilford called the meeting to order at 5:30p.m.

Directors Present: Botto, Hernandez, Herrick, Prado, and Wilford

Directors Absent: None

Employees Present: Chief Seline, Division Chief Harvey, Division Chief Brock, Administrative Officer Engler, Finance Director Holoday, and Battalion Chief Parkhurst

Others Present: District Legal Counsel Brent Collinson, Lynne and Gaylan Larson

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Chairman Wilford requested all Board Members to put their iPads in airplane mode for the duration of the meeting. The Board Members complied.

The meeting commenced with the pledge of allegiance led by Chief Seline.

**CLEAR THE AGENDA – ITEM 4**

No action taken.

**PUBLIC COMMENTS – ITEM 5**

Members of the public shall be allowed to address the Board of Directors on items not appearing on the agenda that are of interest to the public and are within the subject matter jurisdiction of the Board, provided that no action shall be taken unless otherwise authorized by California Government Code Section 54954.3. Each speaker will be limited to one (1) appearance and be limited to three (3) minutes, but speaker time may be reduced at the discretion of the Board Chairman if there are a large number of speakers on any given subject. There shall be no assignment of speaking time from one member of the public to another member of the public.

Chairman Wilford asked for comments from the public.

Lynne Larson – Mrs. Larson addressed the Board and staff and thanked them for the opportunity to speak. She stated that she lives in Ponderosa Ranchos, a small development of 69 lots; 12 are vacant or under construction, 16 belong to part-time residents, 41 belong to full-time residents. Mrs. Larson recognized Chief Seline for his leadership and gave the Board an overview of this past winters hydrant snow removal plan and all those that participated in keeping the hydrants clear. She stated that this community project brought community members together and engaged in neighborly efforts for the good of their development. The plan is to continue the plan throughout the 18/19 winter. She thanked Truckee Fire for their financial help for the fire safety program. She further thanked Fire Prevention Inspector Bob Belden for his guidance and encouragement to develop good defensible space in our neighborhood.

Chief Seline and the Board thanked Mrs. Larson for her comments.

Chairman Wilford asked for additional public comments. There were none.

#### **CONSENT CALENDAR – ITEM 6**

These items are expected to be routine and non-controversial. The Board will act upon them at one time without discussion. Any Board member, staff member or interested party may request that an item be removed from the consent calendar for discussion.

The Board reviewed the Consent Calendar.

Chairman Wilford asked for public comments. There were none.

Chairman Wilford asked for Board comments. There were none.

Director Herrick moved to accept the Consent Calendar as presented. Director Hernandez seconded the motion.

Motion passed unanimously 5/0.

For the record the Consent Calendar includes the following:

Board Meeting Minutes of June 19, 2018, Finance Committee Meeting Minutes of June 14, 2018 and June 28, 2018. The June 2018 Check Registers: General Fund check numbers 31191-31302 including CalPERS EFTs; Plumas ACH Retiree Health Wire Transfer; Ambulance account check numbers 1273-1275, totaling in the amount of \$564,155.82. June 2018 reports including: Finance Statements; District Balance Sheets; Fund Balance Reports; Monthly Call Reports; Training Reports; and Personnel Status Report.

#### **STAFF REPORTS– ITEM 7**

##### **Chief's Report – Item A**

Chief Seline reviewed his report with the Board, which is located in the agenda packet.

Chief Seline recognized the death of the dozer operator working the Ferguson Fire that died during the fire fight. Our hearts go out to his family.

Chief Seline informed the Board that there was a single plane crash this morning, 2 deceased and 1 survivor. The plane crashed shortly after taking off from the Truckee Tahoe Airport.

Chief Seline reported to the Board that the Airshow this past Saturday was a success on all accounts! Director Hernandez's and Chief Brock's participation has become a model for airshows around the country.

Chief Seline reported to the Board that the Prevention Bureau continues to ramp up efforts as things dry out around the District including radio spots reminding people of key wildfire prevention activities. They also are continuing defensible space inspections. Additionally, the District has paid out approximately \$11,000.00 in the \$150.00 defensible space rebate program.

We expect to finish around \$20,000.00, which is more than 130 properties. The program has been well received. We have been talking about improvement to the program for next year. Possibly including the renting of the green waste dumpsters as a reimbursable expense. More to come on program changes.

Chief Seline informed the Board on the District's OES assignments.

Chief Seline reported to the Board that he attended CSDA's General Manager Summit held at the Resort at Squaw Creek last month. One of the hot topics is funding the large pension UAL (Unfunded Actuarial Liabilities). Discussion to follow under the Nevada County Grand Jury item.

Chief Seline reported to the Board that the District finished financial as expected with enough funds to transfer \$200,000.00 to the Building and Equipment Fund to help pay for the Engine 95 refurbishment and to purchase the used loader. He further reported that ambulance transports were down which reflected a 15% decrease in collections compared to last year.

Chief Seline answered questions from the Board.

Chief Seline commented that that Tahoe Forest Hospital may apply to SSV EMSA to become a Level 2 trauma center. He will inform the Board of any developments.

Chairman Wilford asked for any public comments. There were none.

#### Fire Marshal's Report- Item B

Chief Harvey reviewed his report with the Board, which is located in the agenda packet.

Chief Harvey gave an update of project around the District. Informing the Board of the relocation of the Tahoe Truckee Lumber yard to Soaring Way, of the ground work begun for the hotel and apartments next to the cemetery, and the plans for the Avery Hotel.

Chief Harvey reported to the Board that approximately 1,000 defensible space inspections have been completed.

Chief Harvey gave an overview of the State's Collector Ap that the Prevention Bureau is using to collect and store Defensible Space Inspection information. The Ap was provided by Cal Fire.

Chief Harvey answered questions from the Board.

Chairman Wilford asked for public comments or questions. There were none.

\*Division Chief Brock requested to give his report after Battalion Chief Parkhurst's report.

Battalion Chief Report – Item D

*Battalion Chief Parkhurst*

Chief Parkhurst gave an overview of the 230 calls that occurred since last meeting; 18 fire related calls, 163 medicals with 29 transfers, 4 hazmat calls, 3 good intent and 13 false calls. He reviewed significant events including the airshow. He also reviewed the various fire deployments crews have been sent out on. He further reviewed with the Board the community outreach events, coverage, and participation within the last month.

Chief Parkhurst reported to the Board that Captain Holoday and Firefighter Simpson attended ARFF training.

Chairman Wilford asked for public comments. There were none.

Division Chief Report – Item C

Chief Brock reported to the Board that Battalion Chief Parkhurst was a big part of the airshow. He was the reason why the Airshow response was so good. The event had a great turn out.

Chief Brock answered questions from the Board.

Director Hernandez commented that there were 3 FAA Representatives that attended the Airshow. They gave high praise for how well the event is run. A few pilots also commented to him stating that this is the best show they fly in. He complimented Division Chief Brock and Battalion Chief Parkhurst on a job well done. He also complimented Captain Laura Brown on her role in the Airshow, while not involved directly on the fore front, by speaking in the speaker's forum. She has become a great role model and mentor for any female interested in entering the fire service by participating in these opportunities.

Chairman Wilford asked for public comments. There were none.

**COMMITTEE REPORTS – ITEM 8**

Report from any standing or Ad Hoc Committee – Item A

Finance – Item 1

Nothing to report.

Martis Valley 0% Tax Rate Area – Item 2

Chief Seline informed the Board that our consultant Al Johnson and his LAFCo attorney have created a map of the area in question. Mr. Johnson is working on getting the map in front of Placer LAFCo staff and Kris Berry, Placer LAFCo. Executive Director. More information to follow within the next few months.

Chief Seline answered questions from the Board.

Chairman Wilford asked for public comment. There was none.

**OLD BUSINESS – ITEM 9**

No items.

**NEW BUSINESS – ITEM 10**

**Discussion with Possible Action: Compensation Study – Item A**

Chief Seline informed the Board that we have partnered once again to work jointly with North Tahoe Fire on the compensation study since we survey the same labor market agencies. Chief Seline reviewed how the District originally came to know Bryce Consulting with the Board. There is significant importance of knowing where you fall on compensation to be able to compete for and keep the best firefighter/paramedics and other staff, while keeping fiscally responsible to our constituents.

Chief Seline introduced Shellie Anderson with Bryce Consulting.

Ms. Anderson informed the Board that Bryce Consulting conducted the original study 3 years ago and at that time made the determination which agencies to include in the comparison. She informed the Board that to be consistent the same agencies were used this time as well. She reviewed her PowerPoint presentation with the Board including key objectives, which includes salary and benefits. She also reviewed how they solved for percentage of median.

\*Admin. Officer Engler handed out the study to the Board, as well as, placed copies for the public on the back table, and the report is attached to these minutes. A copy of Ms. Anderson's PowerPoint presentation is also attached to these minutes.

Chief Seline thanked Shellie for her presentation. Chief Seline further reviewed the compensation study with the Board. He brought several positions to the Board's attention and explained the variables for each. The one position that will need to be looked at and probably needs an adjustment made to compensation is the Finance Director position. He will most likely bring a recommendation to the Board in the next few months. We have not traditionally included the Reno departments because the positions didn't compare as firefighters were not paramedics. They are becoming more competitive now and are compensated slightly lower so when we take them into account we are above the mean for firefighters and captains.

Chief Seline and Ms. Anderson answered questions from the Board.

Chairman Wilford asked for public comment. There was none.

Director Hernandez made a motion to accept the 2018 Compensation Study prepared by Bryce Consulting, Inc. Chairman Wilford seconded the motion.

Motion passed unanimously 5/0

**Discussion with Possible Action: Revised Financial Expenditure Policy – Item B**

Chief Seline reported to the Board that during the FEMA audit the District provided a significant amount of information to satisfy their request. FEMA had 2 additional requests (1) they wanted to

see the actual bidding documents for the bid that we were purchasing through. Joyce was able to secure those documents from the State of Washington's purchasing department and NASPO. (2) The District's procurement/purchasing policy needed to meet the specific federal purchasing requirements. What you have before you is a revised Financial Expenditure Policy with the required language added.

Chief Seline answered questions from the Board.

Legal Counsel Brent Collinson suggested updating part A already in place by adding language stating that if an individual holds more than one position their spending limit would be equal to the higher limit assigned to each position and not the combination of both positions.

Chairman Wilford asked for public comments. There were none.

Director Hernandez made a motion to accept the revised Financial Expenditure Policy with the additional language as recommended by Legal Counsel Collinson. Director Botto seconded the motion.

Motion passed unanimously 5/0

Discussion with Possible Action: Request for Waiver of FSBA Fees for the Truckee Sanitary District and the Truckee-Donner Recreation and Park District – Item C

Chief Seline commented to the Board that the District, in the same fashion as the Truckee Tahoe Airport District and the Sierra Lakes County Water District, has a long-standing cooperative relationship with the Truckee Sanitary District and the Truckee-Donner Recreation and Parks District and has requested the Board to consider a waiver of FSBA fees until further notice. This would prevent these agencies from being billed and having to request for a waiver or a refund until the Board no longer feels the waiver is appropriate.

Chief Seline answered questions from the Board.

Chairman Wilford asked for public comments. There were none.

Director Herrick made a motion to waive FSBA fees until further notice by the Board for the Truckee Sanitary District and the Truckee-Donner Recreation and Parks District. Director Hernandez seconded the motion.

Motion passed unanimously 5/0

Discussion with Possible Action: Station 92 Paving Project- Item D

Chief Seline Reviewed the staff report with the Board regarding the Station 92 paving project. He further reviewed the alternatives with the Board.

Chief Seline answered questions from the Board.

Chairman Wilford asked for public comments. There were none.

Chairman Wilford made a motion to reject the proposal from Colbre Grading & Paving of NV, Inc. and re-advertise the project. Director Prado seconded the motion.  
Motion passed unanimously 5/0.

**Discussion with Possible Action: 2017-2018 Nevada County Grand Jury Report – Item E**

Chief Seline reviewed the report with the Board. He informed the Board that a current hot topic is pension unfunded liabilities. The Nevada County Grand Jury also has asked that question as evidenced in their report. Chief Seline discussed with the Board the rising costs of PERS retirement and the lowering of expected returns. Truckee Fire has approximately 4.5 million in unfunded liability, with that being said the good news is that our Safety Classic plan is 75% funded and the Safety PEPPRA plan is 90% funded, both good by PERS standards. There are various ways strategies being discussed in how to deal with and reduce the unfunded liability, of course all take money to pay it off or down. He also discussed the District's OPEB liabilities and funded status. For the District we will continue to fund our OPEB liabilities until we reach 80% funded status then starting funding the pension liability while we gather more information and possible recommendations over the next 6 months.

Chief Seline informed the Board that we have prepared responses to the Nevada County Grand Jury and have a conference call scheduled with our pension attorney, Isabel Safie, to review and make recommendations. We will bring the draft responses before the Board at the August 21<sup>st</sup> Board meeting.

Chief Seline answered questions from the Board.

Chairman Wilford asked for public comments. There were none.

**CLOSED SESSION-ITEM 11**

No items

**RETURN TO OPEN SESSION-ITEM 12**

No items.

**WRITTEN COMMUNICATIONS-ITEM 13**

**Review Thank you Email from Matt & Dana Stevens – Item A**

Board reviewed the thank you letter from Matt and Dana Stevens.

Chairman Wilford asked for public comments. There were none.

**BOARD COMMUNICATIONS-ITEM 14**

Director Prado Thanked Lynne Larson for her comments. She thanked the crews out on the strike teams and wished them to stay safe. She commented that Fire Prevention Specialist Nick Brown did a great job on his TV report regarding the plane crash.

Director Herrick stated that he was invited to a meeting with Bob Belden and a citizen regarding their 5-acre parcel. He commented that Bob did a great job answering the citizens concerns. He

attended the airshow and it was a great event. He commented that the new website looks a lot better and is easier to navigate. His thought and condolences go out to the fallen dozer operator's family. He thanked the District for funding the dumpsters for the Defensible Space program. He complimented Division Chief Harvey on the use electronic inspection Collector Ap. He complimented staff on a well-run Board meeting and all they do in the office.

Director Botto stated that that Fire Prevention Inspector Bob Belden truly is a great asset to the District. He commented that it was nice to see the couple attend tonight's meeting. He stated that he also heard great comments about the airshow.

Director Hernandez thanked Lynne Larson for her comments. He gave condolences to the family of the fallen dozer operator. He likes the idea of assistance to constituents for defensible space cleanup, \$150 rebate program, and would support coordinated neighborhood dumpsters for those who like to do their own work. He thanked the staff who went out on the strike teams and other assignments. He commented that the Collector Ap for Defensible Space inspections looks fantastic and will aid in the documenting and tracking of inspections. He commented on the Airshow stating that it is a year's worth of planning for a 1-day event, but it's worth it. He gave the highest kudos to Battalion Chief Parkhurst and Division Chief Brock for their contributions. He thanked staff and counsel for their work.

Chairman Wilford extended his sympathies to dozer operator Varney's family. He gave kudos to the crew that responded to today's plane crash. He also gave kudos to the teamwork on the Airshow. He commented that the 4<sup>th</sup> of July Pancake Breakfast was successful again this year. He commented that Out-of-County assignments pay off with experiences. He congratulated Chief Seline on getting in a vacation this summer, it's well deserved.

Chairman Wilford asked for public comments. There were none.

#### **ADJOURNMENT – ITEM 15**

Having no further business on the agenda to come before the Board, Director Hernandez made a motion to adjourn. Chairman Wilford seconded the motion.

Chairman Wilford asked for public comments. There were none.

Motion passed unanimously 5/0.

Adjournment: 7:21 PM

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Respectfully submitted:

Joyce Engler

Administrative Officer / Clerk of the Board



BRYCE  
CONSULTING

TRUCKEE FIRE PROTECTION DISTRICT  
2018 COMPENSATION STUDY

Prepared By  
Bryce Consulting, Inc.  
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July 2018

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### Appendices

- Appendix A – Detailed Market Datasheets
- Appendix B – Miscellaneous Benefit Data

## **SECTION I - PROJECT OVERVIEW**

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Bryce Consulting was retained by the Truckee Fire Protection District to conduct a comprehensive compensation study for District classifications. This report presents the compensation survey results and includes:

- Section I      Project Overview
- Section II     Compensation Survey Parameters
- Section III    Compensation Survey Results
- Section IV    Salary Setting Methodology

### **STUDY OBJECTIVES**

The study consisted of the following objectives:

- Collect and analyze base salary and benefit survey data for the selected survey classes.
- Prepare and present survey findings.

## SECTION II – COMPENSATION SURVEY PARAMETERS

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This section of the report presents the compensation survey parameters and includes:

- Labor market employers and survey classes
- Survey scope
- Survey methodology

### SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the District's "Labor Market". A labor market consists of those employers with whom the District competes with for employees. The criteria typically utilized in identifying those employers includes the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the District are likely to have a departmental structure and organization of positions more similar to the District than organizations that are significantly larger or smaller in size.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the District must directly compete with to recruit and retain quality staff.
- **NATURE OF SERVICES PROVIDED** - As a general rule similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
  - Employers who provide similar services are more likely to compete with one another for employees.
  - These employers are more likely to have comparable jobs.
  - These employers are more likely to have similar organizational characteristics.

While some survey agencies may not meet all of the criteria, it is important to have a balanced labor market.

**RECOMMENDED LABOR MARKET**

**Table 1** displays the survey agencies that were identified in 2015, based on the considerations discussed on the previous page. These agencies are geographically proximate, are competitors for staff, and/or provide similar services.

<b>TABLE 1 SURVEY AGENCIES</b>
City of Folsom
City of South Lake Tahoe
Cosumnes Community Services District
El Dorado County Fire Protection District
El Dorado Hills Fire Protection District
Lake Valley Fire Protection District
North Lake Tahoe Fire Protection District
North Tahoe Fire Protection District
Northstar Community Services District
Sacramento Metro Fire District
South Placer Fire District
Squaw Valley Public Services District
Tahoe Douglas Fire Protection District

## SURVEY CLASSES

Survey classes, as displayed in **Table 2**, are generally selected utilizing the following criteria:

- The survey classifications should have a significant relationship to other classes in their occupational group. This ensures that they will make good reference points in relating and establishing salaries for other classes within their occupational group.
- They should be reasonably well known and able to be clearly and concisely described. This enables the employer to more easily communicate with survey employers in establishing accurate comparabilities for the survey classes.
- They should be classes for which counterparts can readily be found in other agencies so that sufficient compensation data can be gathered.

TABLE 2 SURVEY CLASSIFICATIONS	
	Administrative Assistant I
	Administrative Assistant II
	Administrative Director
	Battalion Chief
	Director of Finance
	Division Chief
	Fire Captain/Paramedic
	Fire Chief
	Fire Prevention Specialist I
	Fire Prevention Specialist II
	Firefighter/Paramedic (Engineer level)
	Fleet/Facilities Manager

## SURVEY SCOPE

The scope of the survey included the labor market agencies previously presented. The data collected represents benefits that employees new to the organization would be eligible for. Compensation studies are generally conducted for recruitment and retention purposes; therefore, benefits provided under previous tiers that new employees are not eligible for was not collected. The data elements included:

- Title of each comparable class
- Base Salary
- Employee's share of retirement paid by employer (CalPERS Classic)
- Deferred compensation contribution
- Longevity pay at year 10
- Education/certification pay
- Uniform allowance
- Paid insurances (health, dental, vision, life, long term disability)

- Social Security
- Retiree Health Savings
- Employee share of employer retirement cost
- Date and amount of next cost of living increase
- Retirement Practices (employer contribution, plan, benefit, formula)
- Retiree Health Contribution
- Assignment Pay
- Out of Class Pay
- Tuition Reimbursement/Training Pay
- Overtime/Compensatory Time
- Military Time Off
- Paid Leave (vacation, sick, holiday, administrative/management)

## **SURVEY METHODOLOGY**

The survey methodology utilized by Bryce Consulting included:

- An initial telephone call to each labor market employer to explain the purpose and scope of the survey and to confirm cooperation.
- A survey sent to each labor market employer that included a listing of the survey classifications and descriptions of those classifications surveyed, plus a detailed questionnaire for collecting the salary and benefit data.
- The agencies' websites were utilized to collect salary and benefit data and to compare job descriptions, where available.

In addition to the collection of base salary and benefit information, careful efforts were made to document the full-range of duties and requirements of the job classes determined to be comparable to the District's classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

For each classification using maximum base salary, total cash, and total compensation as the basis of comparison, the District's position was compared to the labor market median, as well as the percentage the District is above or below the labor market. The data is effective April 2018.

## SECTION III – COMPENSATION SURVEY RESULTS

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This section of the report presents the compensation survey findings including base salary, total cash, and total compensation. In addition, miscellaneous benefit data is presented including cost of living information, retirement practices, retiree health benefits, miscellaneous pay, and leave benefits.

As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3** displays the comparability for each survey classification.

TABLE 3 COMPARABILITY	
Survey Classification	Number of Comparable Classes
Administrative Assistant I	1
Administrative Assistant II	6
Administrative Director	4
Battalion Chief	11
Director of Finance	6
Division Chief	4
Fire Captain/Paramedic	13
Fire Chief	13
Fire Prevention Specialist I	4
Fire Prevention Specialist II	8
Firefighter/Paramedic (Engineer level)	13
Fleet/Facilities Manager	3

### BASE SALARY SURVEY RESULTS

The data has been organized into a series of tables that summarize the District's relationship to the labor market for each class. The detailed market compensation survey datasheets are presented in **Appendix A** of this report. **Table 4** summarizes for each classification how the District's base salaries compare to the labor market. The following data is presented:

- Title of the District's classification
- The District's current maximum monthly base salary for each classification
- The labor market median for maximum monthly base salary
- Percentage the District's maximum base salary is above or below the median of the labor market



**TABLE 4**  
**MAXIMUM BASE SALARY**

Survey Classification	Truckee FPD Maximum Base Salary	Labor Market Median Maximum Base Salary	% TFPD is Above or Below Mean for Maximum Base Salary
Administrative Assistant I	\$3,899	Insuff Data	---
Administrative Assistant II	\$5,039	\$4,033	19.96%
Administrative Director	\$9,850	\$9,889	-0.40%
Battalion Chief	\$10,509	\$11,452	-8.98%
Director of Finance	\$9,061	\$11,274	-24.42%
Division Chief	\$12,188	\$11,806	3.14%
Fire Captain/Paramedic	\$9,061	\$8,499	6.20%
Fire Chief	\$14,825	\$15,372	-3.69%
Fire Prevention Specialist I	\$8,549	\$5,966	30.21%
Fire Prevention Specialist II	\$9,061	\$7,753	14.44%
Firefighter/Paramedic (Engineer level)	\$7,682	\$7,467	2.80%
Fleet/Facilities Manager	\$8,165	\$8,449	-3.48%

### TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the employee's share of CalPERS paid by the employer, agency contribution to deferred compensation, longevity pay, up to and including year 10, educational/certification incentive pay, and uniform allowance. **Table 5** displays how the District compares to the labor market with respect to total cash for each classification. The following data is presented:

- Title of the District's classification
- The District's current total cash for each classification
- The labor market median for total cash
- Percentage the District's total cash is above or below the median of the labor market

**TABLE 5**  
**MAXIMUM TOTAL CASH**

Survey Classification	Truckee FPD Total Cash	Labor Market Median Total Cash	% TFPD is Above or Below Mean for Total Cash
Administrative Assistant I	\$3,962	Insuff Data	---
Administrative Assistant II	\$5,102	\$4,372	14.30%
Administrative Director	\$9,913	\$10,411	-5.03%
Battalion Chief	\$10,617	\$12,508	-17.81%
Director of Finance	\$9,124	\$11,765	-28.96%
Division Chief	\$12,307	\$12,358	-0.42%
Fire Captain/Paramedic	\$9,169	\$9,668	-5.44%
Fire Chief	\$14,944	\$16,675	-11.59%
Fire Prevention Specialist I	\$8,668	\$7,175	17.22%

**TABLE 5**  
**MAXIMUM TOTAL CASH**

Survey Classification	Truckee FPD Total Cash	Labor Market Median Total Cash	% TFPD is Above or Below Mean for Total Cash
Fire Prevention Specialist II	\$9,180	\$8,904	3.01%
Firefighter/Paramedic (Engineer level)	\$7,790	\$8,779	-12.70%
Fleet/Facilities Manager	\$8,223	\$8,449	-2.74%

### TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements included in total cash plus the agency's contribution towards cafeteria plan, health, dental, vision, life insurance, long term disability, Social Security, and the employer's share of retirement paid by the employee. **Table 6** displays how the District compares to the labor market with respect to total compensation. The following data is presented:

- Title of the District's classification
- The District's current total compensation for each classification
- The labor market median for total compensation
- Percentage the District's total compensation is above or below the median of the labor market

**TABLE 6**  
**TOTAL COMPENSATION**

Survey Classification	Truckee FPD Total Compensation	Labor Market Median Total Compensation	% TFPD is Above or Below Median for Total Compensation
Administrative Assistant I	\$6,381	Insuff Data	---
Administrative Assistant II	\$7,537	\$6,343	15.85%
Administrative Director	\$12,418	\$12,673	-2.05%
Battalion Chief	\$13,132	\$13,852	-5.48%
Director of Finance	\$11,618	\$13,667	-17.64%
Division Chief	\$14,846	\$14,157	4.65%
Fire Captain/Paramedic	\$11,663	\$11,778	-0.99%
Fire Chief	\$17,522	\$18,295	-4.42%
Fire Prevention Specialist I	\$11,155	\$9,522	14.64%
Fire Prevention Specialist II	\$11,674	\$10,532	9.78%
Firefighter/Paramedic (Engineer level)	\$10,264	\$10,538	-2.66%
Fleet/Facilities Manager	\$10,705	\$10,473	2.16%

## **MISCELLANEOUS BENEFIT DATA**

The tables provided in **Appendix B** present the miscellaneous benefit data that was collected including cost of living information, retirement practices, retiree health benefits, miscellaneous pay, and leave benefits.

### **COST OF LIVING INCREASE – APPENDIX B - TABLE 1**

With respect to cost of living, the District has a cost of living increase scheduled for January 2019 of 3%. Seven of the responding agencies will receive an increase in 2018 and three will receive an increase in 2019, with the amounts ranging from 2.5% to 4 %.

### **RETIREMENT PRACTICES – APPENDIX B - TABLE 2**

The District has a CalPERS retirement plan with a benefit of 3% @ 55 for safety and 2.7% @ 55 for miscellaneous and a formula of Single Highest Year for new CalPERS classic employees.

Of the responding agencies, 11 have a CalPERS retirement plan and two participate in the Nevada State Retirement System. For safety, seven have a benefit of 3% @ 55; two have a benefit of 2% @ 50; and two have a benefit of 3% @ 50. For the two agencies in the Nevada State Retirement System, the benefit is 2.5% @ 65. If an employee retires at an earlier age, they must have more years of service. Six agencies have a formula of Single Highest Year; four have a formula of Highest 3 Year Average; one has a formula of Final Year; and two have a formula of Final 3 Years.

With respect to miscellaneous class, four have a benefit of 2.7% @ 55; five have a benefit of 2% @ 55; and two have a benefit of 3% @ 60. For the two agencies in the Nevada State Retirement System, the benefit is 2.25% @ 65. If an employee retires at an earlier age, they must have more years of service. Six agencies have a formula of Single Highest Year; five have a formula of Highest 3 Year Average; one has a formula of Final Year; and one has a formula of Final 3 Years.

### **RETIREE HEALTH BENEFITS – APPENDIX B – TABLE 3**

The District contributes an amount equal to the PEMHCA minimum contribution which is currently \$133 as well as \$150 per month towards a Retiree Health Savings Account.

One agency contributes to a Retiree Health Savings Account. 11 agencies contribute to retiree health with three having a vesting schedule where the contribution is based on years of service, four provide a set amount, and four contribute the PEMHCA minimum.

### **EDUCATIONAL/CERTIFICATION INCENTIVES – APPENDIX B - TABLE 4**

The District does not provide education or certification pay incentives. 13 of the responding survey agencies provide some level of certification and/or education incentive pay, with the details varying by agency and class as provided in Table 4 of Appendix B.

#### **ASSIGNMENT PAY – APPENDIX B – TABLE 5**

The District does not provide assignment pay. Eight of the agencies provide some degree of assignment pay with the details varying by agency and provided in Table 5 of Appendix B.

#### **OUT OF CLASS PAY – APPENDIX B – TABLE 6**

The District provides 2.5% for positions working out of class.

All of the agencies provide out of class pay with the details varying by agency and classification as provided in Table 6 of Appendix B.

#### **TUITION REIMBURSEMENT/ANNUAL TRAINING ALLOWANCE – APPENDIX B – TABLE 7**

The District provides a portion of the employee's cost in an amount specified by the District and as budget allows.

10 of the agencies provide some level of tuition reimbursement or training allowance with the details provided in Table 7.

#### **OVERTIME AND PAID LEAVE – APPENDIX B – TABLE 8**

The District's overtime/compensatory time off is accrued for the period over 192 hours in a 24 hour day period.

Most the agencies provide an overtime rate of 1.5 times. Nine agencies offer compensatory time off.

#### **MILITARY TIME OFF – APPENDIX B – TABLE 9**

The District compensates military personnel consistent with the law. Only one of the agencies has a benefit that is more generous than the law.

#### **LEAVE BENEFITS – APPENDIX B – TABLES 10 - 19**

##### **FIREFIGHTERS, ENGINEERS AND CAPTAINS – APPENDIX B – TABLES 10 and 11**

The District offers 96 hours of vacation leave at year 1; 144 hours at year 4; 168 hours at year 7; 240 hours at year 10; 264 hours at year 16; and 288 hours at year 20. The District does not offer administrative or management leave for Firefighters, Engineers or Captains but provides 288 hours of sick leave and 96 hours of holidays.

One agency provides annual leave with vacation and sick leave combined. Of those with separate leave banks for vacation and sick leave, the labor market average is 160 hours at year 1; 172 hours at year 4; 213 hours at year 7; 248 hours at year 10; 284 hours at year 16; and 320 hours at year 20.

None of the agencies provide administrative or management leave. The labor market average for sick leave is 215 hours. Some agencies provide holiday pay, with some providing paid leave in the form of hours or days.

#### **FIRE MANAGEMENT – APPENDIX B2 – TABLES 12 and 13**

The District offers 96 hours of vacation leave at year 1 for shift employees and 80 hours for administrative classifications; 144 hours at year 4 for shift employees and 120 hours for administrative classes; 168 hours at year 7 for shift employees and 128 hours for administrative classes; 240 hours at year 10 for shift employees and 160 hours for administrative classes; 264 hours at year 16 for shift employees and 200 for administrative classes; and 288 hours at year 20 for shift employees and 240 hours for administrative classes. The District does not offer administrative or management leave but provides 288 hours of sick leave for shift employees and 96 hours for administrative classes and 12 holidays.

One agency provides annual leave with vacation and sick leave combined. Of those with separate leave banks for vacation and sick leave, the labor market average for shift employees is approximately 176 hours at year 1; 184 hours at year 4; 212 hours at year 7; 231 hours at year 10; and 271 hours at year 16; and 303 at year 20. The labor market average for non-shift employees is approximately 130 hours at year 1; 139 hours at year 4; 168 hours at year 7; 199 hours at year 10; and 222 hours at year 16; and 240 hours at year 20. Seven agencies provide administrative or management leave, depending on the classification, ranging from 40 hours to 10 days.

The amount of sick leave provided for the labor market depends on whether they are shift or non-shift and varies between hours and days. With respect to holidays, the labor market average is 12 days; however, some agencies provide holiday pay.

#### **GENERAL – APPENDIX B – TABLES 14 and 15**

The District offers 80 hours of vacation leave at year 1; 120 hours at year 4; 128 hours at year 7; 160 hours at year 10; 200 hours at year 16; and 240 hours at year 20. The District does not offer administrative or management but does provide 12 days of sick leave and 12 holidays.

Two agencies provide annual leave with vacation and sick leave combined and one agency combines vacation and holiday leave. Of those with separate leave banks for vacation, the labor market average is approximately 102 hours at year 1; 106 hours at year 4; 138 hours at year 7; 157 hours at year 10; 194 hours at year 16; and 209 hours at year 20. One agency provides 40 hours of administrative or management leave. The labor market average for sick leave is 135 hours with 12 holidays.

**MISCELLANEOUS MANAGEMENT – APPENDIX B – TABLES 15 and 16**

The District offers 80 hours of vacation leave at year 1; 120 hours at year 5; 128 hours at year 7; 160 hours at year 10; 200 hours at year 16; and 240 hours at year 20. The District does not offer administrative or management leave but provides 96 hours of sick leave and 12 holidays.

Two agencies provide annual leave with vacation and sick leave combined and one agency combines vacation and holiday leave. Of those with separate leave banks for vacation, the labor market average is approximately 101 hours at year 1; 109 hours at year 4; 138 hours at year 7; 160 hours at year 10; 199 hours at year 16; and 210 hours at year 20. Seven agencies provide administrative or management leave ranging from 40 to 80 hours. The labor market average for sick leave is 129 hours with 12 holidays.

## SECTION IV – SALARY SETTING METHODOLOGY

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With respect to the implementation of the compensation study, there are a variety of options to the District. For instance, some organizations will set all salaries to the market regardless of the percentage above or below market while other agencies may not make adjustments for those classifications that are within 5% of the market as the study is a snap shot in time and the market moves, typically in January and July. Therefore, a classification that is within 5% of market could be at market in a relatively short period of time. For those classifications that are above market, it is a common practice to freeze the incumbent's salary, if it is above the proposed maximum (Y-rate), until the market catches up. Any new employee brought into the classification is placed in a new lower range.

With respect to classifications that are below market, it is recommended, that the employee's salary is placed in the new range closest to their current salary without a resulting decrease. This method controls the cost and allows additional movement for the employee through the salary range. For example, depending on how far below market a classification is, an employee who is near the top of the their current range could be placed towards the bottom of the new range and still see a slight increase.

The first step in implementing a compensation study is to determine the fiscal impact to the District. If the impact is greater than the District can afford, options may include focusing on those classifications that are difficult to recruit and retain and then phase in the remainder of the recommendations over time.

## **APPENDIX A**

### **DETAILED MARKET DATASHEETS**



## **APPENDIX B**

### **MISCELLANEOUS BENEFITS**

Truckee Fire Protection District  
2018 Compensation Study

Survey Classification	Truckee Fire FPD Maximum Base Salary	Labor Market Median Base Salary	% Truckee Fire FPD is above or below Labor Market Median (+/-)	Truckee Fire FPD Total Cash	Labor Market Median Total Cash	% Truckee Fire FPD is above or below Labor Market Median (+/-)	Truckee Fire FPD Total Compensation (Less ER Share of Retirement Paid by EE)	Labor Market Median Total Compensation	% Truckee Fire FPD is above or below Labor Market Median (+/-)	Comparability
Administrative Assistant I	\$3,899	Insuff Data	---	\$3,962	Insuff Data	---	\$6,381	Insuff Data	---	1
Administrative Assistant II	\$5,039	\$4,033	19.96%	\$5,102	\$4,372	14.30%	\$7,537	\$6,343	15.85%	6
Administrative Director	\$9,850	\$9,889	-0.40%	\$9,913	\$10,411	-5.03%	\$12,418	\$12,673	-2.05%	4
Battalion Chief	\$10,509	\$11,452	-8.98%	\$10,617	\$12,508	-17.81%	\$13,132	\$13,852	-5.48%	11
Director of Finance	\$9,061	\$11,274	-24.42%	\$9,124	\$11,765	-28.96%	\$11,618	\$13,667	-17.64%	6
Division Chief	\$12,188	\$11,806	3.14%	\$12,307	\$12,358	-0.42%	\$14,846	\$14,157	4.65%	4
Fire Captain/Paramedic	\$9,061	\$8,499	6.20%	\$9,169	\$9,668	-5.44%	\$11,663	\$11,778	-0.99%	13
Fire Chief	\$14,825	\$15,372	-3.69%	\$14,944	\$16,675	-11.59%	\$17,522	\$18,295	-4.42%	13
Fire Prevention Specialist I	\$8,549	\$5,966	30.21%	\$8,668	\$7,175	17.22%	\$11,155	\$9,522	14.64%	4
Fire Prevention Specialist II	\$9,061	\$7,753	14.44%	\$9,180	\$8,904	3.01%	\$11,674	\$10,532	9.78%	8
Firefighter/Paramedic (Engineer level)	\$7,682	\$7,467	2.80%	\$7,790	\$8,779	-12.70%	\$10,264	\$10,538	-2.66%	13
Fleet/Facilities Manager	\$8,165	\$8,449	-3.48%	\$8,223	\$8,449	-2.74%	\$10,705	\$10,473	2.16%	3
		Average	3.25%		Average	-4.56%		Average	1.26%	

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments	
Truckee Fire Protection District	Administrative Assistant I	\$3,446	\$3,899	0%	\$0	\$0	\$0	\$0		\$63	\$3,962	\$0	\$1,970	\$172	\$26	\$18	\$28	\$150	\$57	\$6,381	0%	\$0	\$6,381		
City of Folsom	No Comparable Class																								
City of South Lake Tahoe	Administrative Clerk I	\$2,890	\$3,513	0%	\$0	\$125	\$176	\$70	2% max cert pay	\$0	\$3,884	\$0	\$1,668	\$0	\$0	\$13	\$6	\$0	\$51	\$5,621	0%	\$0	\$5,621		
Cosumnes Community Services District	No Comparable Class																								
El Dorado County Fire Protection District	No Comparable Class																							Administrative Assistant is either assigned to finance or Board Clerk	
El Dorado Hills Fire Protection District	No Comparable Class																								
Lake Valley Fire Protection District	No Comparable Class																								
North Lake Tahoe Fire Protection District	No Comparable Class																							Administrative Assistant is also Board Secretary	
North Tahoe Fire Protection District	No Comparable Class																								
Northstar Community Services District	No Comparable Class																								
Sacramento Metro Fire District	No Comparable Class																								
South Placer Fire District	No Comparable Class																								
Squaw Valley Public Services District	No Comparable Class																								
Tahoe Douglas Fire Protection District	No Comparable Class																								
Labor Market Median		Insuff Data				Labor Market Median		Insuff Data												Insuff Data				Insuff Data	
% Truckee FPD is Above or Below Median (+/-)		---				% Truckee FPD Above or Below Median (+/-)		---												---				---	
Comparability		1																							

Data effective as of 4/2018

South Lake Tahoe- ER contribution towards def. comp requires 5 years of service

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
Truckee Fire Protection District	Administrative Assistant II	\$4,454	\$5,039	0%	\$0	\$0	\$0	\$0		\$63	\$5,102	\$0	\$1,970	\$172	\$26	\$18	\$28	\$150	\$73	\$7,537	0%	\$0	\$7,537	
City of Folsom	Office Assistant	\$2,454	\$3,746	0%	\$0	\$0	\$0	\$187	5% for BA	\$0	\$3,933	\$0	\$1,526	\$150	\$22	\$7	\$13	\$50	\$287	\$5,988	0%	\$0	\$5,988	
City of South Lake Tahoe	Administrative Clerk II	\$3,179	\$3,865	0%	\$0	\$125	\$193	\$77	2% max cert pay	\$0	\$4,261	\$0	\$1,668	\$0	\$0	\$13	\$6	\$0	\$56	\$6,003	0%	\$0	\$6,003	
Cosumnes Community Services District	Administrative Assistant	\$3,485	\$4,671	0%	\$0	\$0	\$0	\$0		\$0	\$4,671	\$0	\$1,670	\$160	\$19	\$4	\$23	\$0	\$68	\$6,616	0%	\$0	\$6,616	
El Dorado County Fire Protection District	No Comparable Class																							
El Dorado Hills Fire Protection District	No Comparable Class																							
Lake Valley Fire Protection District	No Comparable Class																							
North Lake Tahoe Fire Protection District	No Comparable Class																							
North Tahoe Fire Protection District	Administrative Assistant I	\$4,416	\$5,375	0%	\$0	\$0	\$269	\$0		\$63	\$5,706	\$0	\$1,970	\$149	\$24	\$6	\$28	\$0	\$78	\$7,960	0%	\$0	\$7,960	
Northstar Community Services District	No Comparable Class																							
Sacramento Metro Fire District	Office Technician	\$3,441	\$4,171	0%	\$0	\$0	\$0	\$313	7.5% cert pay	added to base pay in 2014	\$4,484	\$0	\$2,140	\$104	\$19	\$12	\$17	\$0	\$60	\$6,836	0%	\$0	\$6,836	
South Placer Fire District	No Comparable Class																							
Squaw Valley Public Services District	No Comparable Class																							No salary available for Administrative Assistant- not filled
Tahoe Douglas Fire Protection District	Administrative Assistant	\$3,121	\$3,895	0%	\$0	\$0	\$0	\$0		\$0	\$3,895	\$330	\$1,605	\$155	\$0	\$6	\$24	\$0	\$56	\$6,070	0%	\$0	\$6,070	
Labor Market Median			\$4,033	Labor Market Median							\$4,372								\$6,343			\$6,343		
% Truckee FPD is Above or Below Median (+/-)			19.96%	% Truckee FPD Above or Below Median (+/-)							14.30%								15.85%			15.85%		
Comparability			6																					

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments		
Truckee Fire Protection District	Administrative Director	\$8,706	\$9,850	0%	\$0	\$0	\$0	\$0		\$63	\$9,913	\$0	\$1,970	\$172	\$26	\$18	\$28	\$150	\$143	\$12,418	0%	\$0	\$12,418	Over Personnel and Secretary to the Board		
City of Folsom	No Comparable Class																							CFO/Director of Finance/HR Director		
City of South Lake Tahoe	No Comparable Class																							HR Manager not budgeted		
Cosumnes Community Services District	Human Resources Manager	\$7,682	\$10,294	0%	\$0	\$0	\$0	\$0		\$0	\$10,294	\$0	\$1,670	\$160	\$19	\$10	\$51	\$0	\$149	\$12,354	0%	\$0	\$12,354			
El Dorado County Fire Protection District	No Comparable Class																									
El Dorado Hills Fire Protection District	No Comparable Class																									
Lake Valley Fire Protection District	No Comparable Class																									
North Lake Tahoe Fire Protection District	No Comparable Class																									
North Tahoe Fire Protection District	No Comparable Class																							Business Manager is over fiscal management and HR		
North Tahoe Fire Protection District	No Comparable Class																							Director of Finance and Administration is over personnel; Administrative Assistant performs board secretary functions		
Northstar Community Services District	Human Resources Director/Risk Manager/Secretary of Board	\$6,746	\$9,703	8%	\$776	\$0	\$485	\$0	3% for JD and 1.5% for cont. educ.	\$0	\$10,965	\$0	\$2,159	\$112	\$7	\$12	\$0	\$0	\$141	\$13,395	0%	\$0	\$13,395	5% Longevity pay backed out of base pay and added under Longevity pay		
Sacramento Metro Fire District	Human Resources Manager	\$8,298	\$10,075	0%	\$0	\$0	\$0	\$453	added to base pay in 2014		\$10,528	\$0	\$2,140	\$104	\$19	\$12	\$42	\$0	\$146	\$12,991	0%	\$0	\$12,991			
South Placer Fire District	No Comparable Class																							Business Manager is over fiscal management and HR		
Squaw Valley Public Services District	No Comparable Class																									
Tahoe Douglas Fire Protection District	Office Manager	\$5,328	\$6,477	0%	\$0	\$0	\$0	\$0		\$0	\$6,477	\$330	\$1,605	\$155	\$0	\$6	\$24	\$0	\$94	\$8,690	0%	\$0	\$8,690	Over Human Resources		
Labor Market Median			\$9,889	Labor Market Median								\$10,411									\$12,673				\$12,673	
% Truckee FPD is Above or Below Median (+/-)			-0.40%	% Truckee FPD Above or Below Median (+/-)								-5.03%									-2.05%				-2.05%	
Comparability			4																							

Data effective as of 4/2018

South Lake Tahoe- ER contribution towards def. comp requires 5 years of service  
Squaw Valley PSD- Longevity pay at Year 10 is a 1x payment of \$150 (not included)

South Lake Tahoe- ER contribution towards def. comp requires 5 years of service



Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments		
Truckee Fire Protection District	Division Chief	\$10,772	\$12,188	0%	\$0	\$0	\$0	\$0		\$119	\$12,307	\$0	\$1,970	\$172	\$26	\$18	\$28	\$150	\$177	\$14,846	0%	\$0	\$14,846			
City of Folsom	Fire Division Chief	\$9,992	\$14,556	0%	\$0	\$250	\$0	\$250	\$250 for EMT1A or Paramedic	\$81	\$15,137	\$0	\$1,526	\$150	\$22	\$11	\$52	\$50	\$876	\$17,823	0%	\$0	\$17,823			
City of South Lake Tahoe	No Comparable Class																									
Cosumnes Community Services District	No Comparable Class																									
El Dorado County Fire Protection District	No Comparable Class																									
El Dorado Hills Fire Protection District	No Comparable Class																									
Lake Valley Fire Protection District	No Comparable Class																									
North Lake Tahoe Fire Protection District	Division Chief	\$8,750	\$12,458	0%	\$0	\$0	\$0	\$0		\$50	\$12,508	\$0	\$1,121	\$115	\$15	\$16	\$35	\$0	\$181	\$13,990	0%	\$0	\$13,990	No spec available		
North Tahoe Fire Protection District	Division Chief	\$9,651	\$11,153	0%	\$0	\$0	\$558	\$435	\$435 for Chief Officer Paramedic	\$63	\$12,208	\$0	\$1,970	\$149	\$24	\$6	\$28	\$0	\$162	\$14,546	2%	\$223	\$14,323			
Northstar Community Services District	No Comparable Class																									
Sacramento Metro Fire District	No Comparable Class																									
South Placer Fire District	Division Chief-Community Risk Reduction Facilities Maintenance Officer	\$8,531	\$10,369	0%	\$0	\$0	\$207	\$976	7% max cert pay + \$250 Paramedic	\$83	\$11,636	\$1,000	inc	inc	inc	\$0	\$0	\$0	\$150	\$12,786	3%	\$311	\$12,475	Over code enforcement, plan checking, facilities maintenance, community safety education, weed abatement and engine company inspections		
Squaw Valley Public Services District	No Comparable Class																									
Tahoe Douglas Fire Protection District	No Comparable Class																									
Labor Market Median			\$11,806								Labor Market Median		\$12,358								\$14,268				\$14,157	
% Truckee FPD is Above or Below Median (+/-)			3.14%								% Truckee FPD Above or Below Median (+/-)		-0.42%								3.90%				4.65%	
Comparability			4																							



Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments			
Truckee Fire Protection District	Fire Captain/Paramedic	\$8,009	\$9,061	0%	\$0	\$0	\$0	\$0		\$108	\$9,169	\$0	\$1,970	\$172	\$26	\$18	\$28	\$150	\$131	\$11,663	0%	\$0	\$11,663				
City of Folsom	Fire Captain	\$6,642	\$9,427	0%	\$0	\$0	\$0	\$943	10% max for various certs (\$500 Paramedic pay added to base pay)	\$81	\$10,451	\$0	\$1,526	\$150	\$22	\$7	\$0	\$50	\$721	\$12,927	0%	\$0	\$12,927				
City of South Lake Tahoe	Fire Captain/Paramedic	\$6,489	\$8,204	0%	\$0	\$414	\$410	\$943	5% For AA +2.5% for BA +2% for Fire Officer + 2% for Chief Officers= 11.5% max (5% Paramedic pay added to base)	\$75	\$10,047	\$250	\$1,668	\$0	\$0	\$13	\$10	\$0	\$119	\$12,106	4%	\$328	\$11,778				
Cosumnes Community Services District	Fire Captain	\$8,093	\$10,217	0%	\$0	\$0	\$307	\$1,430	14% max various certs (\$400 Paramedic and 2.5% EMT pay added to base)	\$88	\$12,042	\$0	\$1,605	\$160	\$19	\$4	\$25	\$0	\$148	\$14,004	3%	\$306.52	\$13,697				
El Dorado County Fire Protection District	Captain/Paramedic	\$6,336	\$7,819	0%	\$0	\$0	\$156	\$235	3% for BA (Paramedic pay include in base pay)	\$58	\$8,268	\$0	\$1,700	\$184	\$28	\$6	\$26	\$0	\$113	\$10,326	6%	\$469	\$9,857				
El Dorado Hills Fire Protection District	Fire Captain/Paramedic	\$8,064	\$9,802	9%	\$882	\$0	\$42	\$1,000	\$750 for MA + \$250 for Fire Officer (Paramedic pay included in base pay as they have separate salary for those with Paramedic)	\$67	\$11,793	\$0	\$2,742	\$200	inc	\$10	\$25	\$0	\$142	\$14,911	6%	\$588	\$14,323				
Lake Valley Fire Protection District	Captain	\$9,058	\$10,073	0%	\$0	\$0	\$0	\$619	\$619 max cert pay	\$0	\$10,692	\$0	\$133	\$0	\$25	\$11	\$27	\$0	\$146	\$11,034	0%	\$0	\$11,034	\$250 Tahoe Basin Pay added to base			
North Lake Tahoe Fire Protection District	Captain	\$7,255	\$7,628	0%	\$0	\$0	\$763	\$100	\$100 for BA (\$50 Paramedic pay added to base)	\$50	\$8,541	\$0	\$1,121	\$115	\$15	\$16	\$21	\$0	\$111	\$9,939	0%	\$0	\$9,939				
North Tahoe Fire Protection District	Captain	\$7,749	\$8,499	0%	\$0	\$0	\$425	\$0	\$435 for ALS premium (Line Officers limited to 1-2 years) added to base	\$63	\$8,986	\$0	\$1,970	\$149	\$24	\$6	\$28	\$0	\$123	\$11,286	2%	\$170	\$11,116				
Northstar Community Services District	Captain/Paramedic	\$6,729	\$8,179	3%	\$245	\$0	\$409	\$818	.5% to 2.5% for various certs/degrees to a max of 10% (Paramedic pay included in base as they have separate salaries)	\$17	\$9,668	\$0	\$2,159	\$112	\$7	\$13	\$28	\$0	\$119	\$12,105	0%	\$0	\$12,105				
Sacramento Metro Fire District	Fire Captain	\$8,227	\$9,982	0%	\$0	\$0	\$200	\$1,048	10.5% cert pay (5% EMT and 6.1% Paramedic pay added to base salary)	added to base pay in 2014	\$11,230	\$0	\$2,140	\$104	\$19	\$12	\$0	\$0	\$145	\$13,650	3%	\$299	\$13,350				
South Placer Fire District	Captain	\$6,863	\$8,234	0%	\$0	\$0	\$165	\$576	7% max cert pay (\$500 Paramedic pay added to base)	\$83	\$9,058	\$1,000	inc	inc	inc	\$0	\$0	\$0	\$119	\$10,178	3%	\$247	\$9,931	Step 5 used as max as step 6 is used for Acting Pay			
Squaw Valley Public Services District	Captain	\$7,478	\$9,089	0%	\$0	\$0	\$454	\$0	10% paramedic pay added to base pay	\$17	\$9,560	\$0	\$1,912	\$175	\$49	\$8	\$0	\$0	\$695	\$12,399	0%	\$0	\$12,399				
Tahoe Douglas Fire Protection District	Fire Captain	\$5,851	\$7,111	0%	\$0	\$0	\$356	\$640	9% Cert pay; (2.5% Paramedic pay added to base salary)	\$107	\$8,214	\$330	\$1,605	\$155	\$0	\$6	\$24	\$0	\$103	\$10,436	0%	\$0	\$10,436	2.5% Tahoe Basin Living Incentive added to base pay			
Labor Market Median			\$8,499							Labor Market Median			\$9,668										\$12,105			\$11,778	
% Truckee FPD is Above or Below Median (+/-)			6.20%							% Truckee FPD Above or Below Median (+/-)			-5.44%										-3.79%			-0.99%	
Comparability			13																								

Data effective as of 4/2018

South Lake Tahoe- ER contribution towards def. comp requires 5 years of service  
Squaw Valley PSD- Additional Longevity pay at Year 10 is a 1x payment of \$150 (not included)

**Data effective as of 4/2018**

South Lake Tahoe- ER contribution towards def. comp requires 5 years of service  
Squaw Valley PSD- Longevity pay at Year 10 is a 1x payment of \$150 (not included)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments		
Truckee Fire Protection District	Fire Prevention Specialist I	\$7,556	\$8,549	0%	\$0	\$0	\$0	\$0		\$119	\$8,668	\$0	\$1,970	\$172	\$26	\$18	\$28	\$150	\$124	\$11,155	0%	\$0	\$11,155			
City of Folsom	No Comparable Class																							No levels		
City of South Lake Tahoe	No Comparable Class																									
Cosumnes Community Services District	Fire Inspector I	\$5,408	\$6,902	0%	\$0	\$0	\$207	\$966	14% max for certs	\$88	\$8,163	\$0	\$1,605	\$160	\$19	\$4	\$25	\$0	\$100	\$10,077	3%	\$207	\$9,870	Inspections, fire investigations, public education; safety		
El Dorado County Fire Protection District	No Comparable Class																									
El Dorado Hills Fire Protection District	Fire Prevention Inspector I	\$4,921	\$5,982	7%	\$419	\$0	\$42	\$850	\$750 for MA +\$100 EMT	\$67	\$7,359	\$0	\$2,742	\$200	inc	\$10	\$0	\$0	\$87	\$10,397	1%	\$60	\$10,338	Inspections; non-safety		
Lake Valley Fire Protection District	No Comparable Class																									
North Lake Tahoe Fire Protection District	No Comparable Class																									
North Tahoe Fire Protection District	Fire Prevention Officer I	\$4,416	\$5,375	0%	\$0	\$0	\$269	\$0		\$63	\$5,706	\$0	\$1,970	\$149	\$24	\$6	\$28	\$0	\$78	\$7,960	0%	\$0	\$7,960	Plan review, inspections; may perform duties as Fire Inspector, Fire Investigator as needed; Misc.		
Northstar Community Services District	No Comparable Class																									
Sacramento Metro Fire District	Fire Inspector I	\$4,909	\$5,950	0%	\$0	\$0	\$119	\$922	15.5% cert pay	added to base pay in 2014	\$6,991	\$0	\$2,140	\$104	\$19	\$12	\$0	\$0	\$86	\$9,352	3%	\$179	\$9,174	Plan review, inspections, investigations; safety		
South Placer Fire	No Comparable Class																									
Squaw Valley Public Services District	No Comparable Class																									
Tahoe Douglas Fire Protection District	No Comparable Class																									
Labor Market Median			\$5,966	Labor Market Median							\$7,175											\$9,715				\$9,522
% Truckee FPD is Above or Below Median (+/-)			30.21%	% Truckee FPD Above or Below Median (+/-)							17.22%											12.91%				14.64%
Comparability			4																							

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
Truckee Fire Protection District	Fire Prevention Specialist II	\$8,009	\$9,061	0%	\$0	\$0	\$0	\$0		\$119	\$9,180	\$0	\$1,970	\$172	\$26	\$18	\$28	\$150	\$131	\$11,674	0%	\$0	\$11,674	
City of Folsom	Fire Prevention Officer	\$4,001	\$6,105	0%	\$0	\$0	\$0	\$305	5% max cert pay	\$25	\$6,435	\$0	\$1,526	\$150	\$22	\$7	\$22	\$50	\$467	\$8,679	0%	\$0	\$8,679	Does not perform fire investigations; non-safety
City of South Lake Tahoe	No Comparable Class																							
Cosumnes Community Services District	Fire Inspector II	\$6,377	\$8,138	0%	\$0	\$0	\$244	\$1,139	14% max for certs	\$88	\$9,609	\$0	\$1,605	\$160	\$19	\$4	\$25	\$0	\$118	\$11,541	3%	\$244	\$11,297	Inspections, fire investigations, public education; safety
El Dorado County Fire Protection District	No Comparable Class																							
El Dorado Hills Fire Protection District	Fire Prevention Specialist	\$6,689	\$8,130	7%	\$569	\$0	\$42	\$850	\$750 for MA +\$100 EMT	\$67	\$9,657	\$0	\$2,742	\$200	inc	\$10	\$0	\$0	\$118	\$12,727	1%	\$81	\$12,646	Inspections; non-safety
Lake Valley Fire Protection District	No Comparable Class																							
North Lake Tahoe Fire Protection District	Fire Inspector	\$4,876	\$7,475	0%	\$0	\$0	\$748	\$100	\$100 for BA	\$50	\$8,372	\$0	\$1,121	\$115	\$15	\$16	\$21	\$0	\$108	\$9,768	0%	\$0	\$9,768	Inspections, investigations, training and instruction, public education, plan review; safety if promoted from internal; misc. if outside hire
North Tahoe Fire Protection District	Fire Prevention Officer II	\$5,644	\$6,576	0%	\$0	\$0	\$329	\$0		\$63	\$6,967	\$0	\$1,970	\$149	\$24	\$6	\$28	\$0	\$95	\$9,239	0%	\$0	\$9,239	Plan review, inspections; may perform duties as Fire Inspector, Fire Investigator as needed; Misc.
Northstar Community Services District	Fire Prevention Officer (Captain)	\$7,738	\$9,406	3%	\$282	\$0	\$470	\$941	.5% to 2.5% for various certs/degrees to a max of 10%	\$17	\$11,116	\$0	\$2,159	\$112	\$7	\$13	\$28	\$0	\$136	\$13,571	0%	\$0	\$13,571	Plan review, inspections, investigations; safety
Sacramento Metro Fire District	Fire Inspector II	\$6,620	\$8,030	0%	\$0	\$0	\$161	\$1,245	15.5% cert pay	added to base pay in 2014	\$9,435	\$0	\$2,140	\$104	\$19	\$12	\$0	\$0	\$116	\$11,827	3%	\$241	\$11,586	Plan review, inspections, investigations; safety
South Placer Fire	No Comparable Class																							
Squaw Valley Public Services District	No Comparable Class																							
Tahoe Douglas Fire Protection District	Fire Inspector	\$5,216	\$6,340	0%	\$0	\$0	\$0	\$0		\$92	\$6,432	\$330	\$1,605	\$155	\$0	\$6	\$24	\$0	\$92	\$8,643	0%	\$0	\$8,643	Non-safety
Labor Market Median			\$7,753	Labor Market Median							\$8,904								\$10,655				\$10,532	
% Truckee FPD is Above or Below Median (+/-)			14.44%	% Truckee FPD Above or Below Median (+/-)							3.01%								8.73%				9.78%	
Comparability			8																					

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments	
Truckee Fire Protection District	Firefighter/Paramedic (Engineer level)	\$6,790	\$7,682	0%	\$0	\$0	\$0	\$0		\$108	\$7,790	\$0	\$1,970	\$172	\$26	\$18	\$28	\$150	\$111	\$10,264	0%	\$0	\$10,264		
City of Folsom	Fire Engineer	\$6,084	\$8,616	0%	\$0	\$0	\$0	\$862	10% max for various certs (\$500 Paramedic pay added to base pay)	\$81	\$9,559	\$0	\$1,526	\$150	\$22	\$7	\$0	\$50	\$659	\$11,973	0%	\$0	\$11,973		
City of South Lake Tahoe	Fire Engineer/Paramedic	\$5,645	\$7,134	0%	\$0	\$393	\$357	\$820	5% For AA +2.5% for BA +2% for Fire Officer + 2% for Chief Officer= 11.5% max (5% Paramedic pay added to base)	\$75	\$8,779	\$250	\$1,668	\$0	\$0	\$13	\$10	\$0	\$103	\$10,823	4%	\$285	\$10,538		
Cosumnes Community Services District	Fire Engineer	\$7,377	\$9,305	0%	\$0	\$0	\$279	\$1,303	14% max various certs (\$400 Paramedic and 2.5% EMT pay added to base)	\$88	\$10,975	\$0	\$1,605	\$160	\$19	\$4	\$25	\$0	\$135	\$12,923	3%	\$279	\$12,644		
El Dorado County Fire Protection District	Engineer/Paramedic	\$5,521	\$6,763	0%	\$0	\$0	\$135	\$203	3% for BA (Paramedic pay included in base salary)	\$58	\$7,159	\$0	\$1,700	\$184	\$28	\$6	\$26	\$0	\$98	\$9,202	6%	\$406	\$8,796		
El Dorado Hills Fire Protection District	Engineer/Paramedic	\$7,103	\$8,633	9%	\$777	\$0	\$42	\$1,000	\$750 for MA +\$250 Fire Officer (Paramedic pay included in base pay)	\$67	\$10,519	\$0	\$2,742	\$200	inc	\$10	\$25	\$0	\$125	\$13,620	6%	\$518	\$13,102		
Lake Valley Fire Protection District	Engineer	\$8,198	\$9,078	0%	\$0	\$0	\$0	\$556	\$556 max cert pay	\$0	\$9,634	\$0	\$133	\$0	\$25	\$11	\$27	\$0	\$132	\$9,962	0%	\$0	\$9,962	\$250 Tahoe Basin pay added to base	
North Lake Tahoe Fire Protection District	Engineer	\$6,304	\$6,614	0%	\$0	\$0	\$661	\$100	\$100 for BA (\$50 Paramedic pay added to base)	\$50	\$7,425	\$0	\$1,121	\$115	\$15	\$16	\$18	\$0	\$96	\$8,806	0%	\$0	\$8,806		
North Tahoe Fire Protection District	Engineer	\$6,935	\$7,406	0%	\$0	\$0	\$370	\$0	\$580 ALS (with 5 years +) added to max base (\$435 added to min. base (1-2 years))	\$63	\$7,839	\$0	\$1,970	\$149	\$24	\$6	\$28	\$0	\$107	\$10,122	2%	\$148	\$9,974		
Northstar Community Services District	Engineer/Paramedic	\$6,143	\$7,467	3%	\$224	\$0	\$373	\$747	.5% to 2.5% for various certs/degrees to a max of 10% (Paramedic pay included in base pay as they have separate salary)	\$17	\$8,828	\$0	\$2,159	\$112	\$7	\$13	\$28	\$0	\$108	\$11,255	0%	\$0	\$11,255		
Sacramento Metro Fire District	Fire Engineer	\$7,394	\$8,970	0%	\$0	\$0	\$179	\$942	10.5% cert pay (5% EMT pay and 6.75% Paramedic pay added to base pay	added to base pay in 2014	\$10,091	\$0	\$2,140	\$104	\$19	\$12	\$0	\$0	\$130	\$12,496	3%	\$269	\$12,227		
South Placer Fire	Paramedic/Engineer	\$5,996	\$7,180	0%	\$0	\$0	\$144	\$503	7% cert pay (\$500 Paramedic pay added to base pay)	\$83	\$7,910	\$1,000	inc	inc	inc	\$0	\$0	\$0	\$104	\$9,014	3%	\$215	\$8,798	Step 5 used as max as Step 6 is acting pay step	
Squaw Valley Public Services District	Engineer	\$6,541	\$7,950	0%	\$0	\$0	\$397	\$0	10% paramedic pay added to base pay	\$17	\$8,364	\$0	\$1,912	\$175	\$49	\$8	\$0	\$0	\$608	\$11,115	0%	\$0	\$11,115		
Tahoe Douglas Fire Protection District	Engineer	\$5,153	\$6,264	0%	\$0	\$0	\$313	\$564	9% Cert pay; (2.5% Paramedic pay added to base salary)	\$94	\$7,235	\$330	\$1,605	\$155	\$0	\$6	\$24	\$0	\$91	\$9,444	0%	\$0	\$9,444	2.5% Tahoe Basin Living Incentive added to base pay	
Labor Market Median		\$7,467							Labor Market Median	\$8,779										\$10,823			\$10,538		
% Truckee FPD is Above or Below Median (+/-)		2.80%							% Truckee FPD Above or Below Median (+/-)	-12.70%										-5.44%			-2.66%		
Comparability		13																							

Data effective as of 4/2018

South Lake Tahoe- ER contribution towards def. comp requires 5 years of service  
Squaw Valley PSD- Additional Longevity pay at Year 10 is a 1x payment of \$150 (not included)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments			
Truckee Fire Protection District	Fleet/Facilities Manager	\$7,217	\$8,165	0%	\$0	\$0	\$0	\$0		\$58	\$8,223	\$0	\$1,970	\$172	\$26	\$18	\$28	\$150	\$118	\$10,705	0%	\$0	\$10,705				
City of Folsom	No Comparable Class																							Have Lead Senior Mechanic, Senior Equipment Mechanic and Mechanic II			
City of South Lake Tahoe	No Comparable Class																							Fleet Supervisor			
Cosumnes Community Services District	Facilities Manager	\$6,305	\$8,449	0%	\$0	\$0	\$0	\$0		\$0	\$8,449	\$0	\$1,670	\$160	\$19	\$10	\$42	\$0	\$123	\$10,473	0%	\$0	\$10,473	Non-safety; Equipment Mechanic III is highest in fleet			
El Dorado County Fire Protection District	No Comparable Class																										
El Dorado Hills Fire Protection District	No Comparable Class																							Operations Support Technician coordinates maintenance of fire apparatus			
Lake Valley Fire Protection District	Mechanic/Fleet Manager	\$7,161	\$8,185	0%	\$0	\$0	\$0	\$0		\$0	\$8,185	\$0	\$133	\$0	\$25	\$11	\$27	\$0	\$119	\$8,500	0%	\$0	\$8,500	Non-safety; \$250 Lake Tahoe Basin Incentive pay added to base			
North Lake Tahoe Fire Protection District	No Comparable Class																							Only have Mechanic II			
North Tahoe Fire Protection District	No Comparable Class																							Only Mechanics			
Northstar Community Services District	No Comparable Class																							No Mechanic classes			
Sacramento Metro Fire District	Fleet Manager	\$8,298	\$10,075	0%	\$0	\$0	\$0	\$1,209	12% max cert pay added to base pay in 2014		\$11,284	\$0	\$2,140	\$104	\$19	\$12	\$42	\$0	\$146	\$13,747	0%	\$0	\$13,747	Non-safety			
South Placer Fire	No Comparable Class																							Only have Journey level Mechanic			
Squaw Valley Public Services District	No Comparable Class																										
Tahoe Douglas Fire Protection District	No Comparable Class																							Only have Journey level Mechanic			
Labor Market Median			\$8,449			Labor Market Median					\$8,449											\$10,473			\$10,473		
% Truckee FPD is Above or Below Median (+/-)			-3.48%			% Truckee FPD Above or Below Median (+/-)					-2.74%											2.16%			2.16%		
Comparability			3																								

South Lake Tahoe- ER contribution towards def. comp requires 5 years of service

Appendix B - Table 1 COLA Information		
Survey Agency	Date of Next COLA	Amount of Next COLA
<b>Truckee Fire Protection District</b>	<b>1/2019</b>	<b>3%</b>
City of Folsom	Fire- 7/2018 Fire Management- 1/2019 Local 39-7/2018 Dept. Heads- Vary by contract	Fire- 2.5% Fire Management-2.5% Local 39- 2.5% Dept. Heads- Vary by contract
City of South Lake Tahoe	Fire None Scheduled  Police Supervisory (for BC) None Scheduled  General/PWs None Scheduled  Unrepresented None Scheduled	Fire NA  Police Supervisory (for BC) NA  General/PWs NA  Unrepresented NA
Cosumnes Community Services District	Fire None Scheduled  MEO 6/2019  Unrepresented None Scheduled	Fire NA  MEO 6 <sup>th</sup> step added- 5%  Unrepresented NA
El Dorado County Fire Protection District	None Scheduled	NA
El Dorado Hills Fire Protection District	Fire 10/2018  Chief Officers 10/2018  Fire Chief 10/2018  Unrepresented Non Safety 7/2018	Fire Max of 4% based on tax revenue  Chief Officers Max of 4% based on tax revenue  Fire Chief \$204,422/year  Unrepresented Non Safety 2.5%

Appendix B - Table 1 COLA Information		
Survey Agency	Date of Next COLA	Amount of Next COLA
Lake Valley Fire Protection District	1/2019	\$62.62 per pay period increase
North Lake Tahoe Fire Protection District	7/2018	3.41% (Going to Board on 5/23/2018 for final approval)
North Tahoe Fire Protection District	None Scheduled	NA
Northstar Community Services District	Fire 7/2018	Fire 3% + COLA to TBD (1.5% - 4.5%)
	Unrepresented 7/2018	Unrepresented TBD- 1.5%- 4.5% (CPI)
Sacramento Metro Fire District	Fire 7/1/2018	Fire 2.2%
	Battalion Chiefs 7/1/2018	Battalion Chiefs 2.2%
	Admin Support Personnel 7/1/2018	Admin Support Personnel 2.2%
	Management (Safety/Misc.) 7/1/2018	Management (Safety/Misc.) 2.2%
South Placer Fire District	None Scheduled	NA
Squaw Valley Public Services District	Fire 7/2018	Fire TBD (based on salary survey)
	Admin 7/2018	Admin TBD (based on CPI- aprox. 3.07%- not approved yet-generally get what Utility staff get)
Tahoe Douglas Fire Protection District	Fire 6/2018	Fire 2%
	Unrepresented 6/2018	Unrepresented 2%



**Appendix B - Table 2  
Retirement Practices  
(Classic Tiers)**

Survey Agency	Retirement Benefit		Retirement Formula		Retirement Plan	Employer Contribution 17/18 (Normal Cost) <sup>1</sup>	
	<i>Safety</i>	<i>Misc.</i>	<i>Safety</i>	<i>Misc.</i>		<i>Safety</i>	<i>Misc.</i>
<b>Truckee Fire Protection District</b>	<b>3% @ 55</b>	<b>2.7% @ 55</b>	<b>Single Highest Year</b>	<b>Single Highest Year</b>	<b>CalPERS</b>	<b>21.437%</b>	<b>14.053%</b>
City of Folsom	2% @ 50	2% @ 55	Highest 3 Years	Highest 3 Years	CalPERS	18.669%	10.272%
City of South Lake Tahoe	3% @ 55	2% @ 55	Highest 3 Years	Highest 3 Years	CalPERS	18.487%	10.96%
Cosumnes Community Services District	3% @ 50	2% @ 55	Single Highest Year	Single Highest Year	CalPERS	15.804%	8.89%
El Dorado County Fire Protection District	2% @ 50	2.7% @ 55	One Year Final	One Year Final	CalPERS	15.928%	11.388%
El Dorado Hills Fire Protection District	3% @ 55	2% @ 55	Three Year Final	Three Year Final	CalPERS	16.842%	12.698%
Lake Valley Fire Protection District	3% @ 55	2.7% @ 55	Single Highest Year	Single Highest Year	CalPERS	17.875%	11.675%
North Lake Tahoe Fire Protection District	2.5% Age 65- 5 years Age 60- 10 years Age 50- 20 years	2.25% Age 65- 5 years Age 62- 10 years Age 55- 30 years Any age- 33 years	Highest 3 Years	Highest 3 Years	Nevada PERS	Employer Paid - 40.50% Shared equally between employer and employee  Employee/Employer Paid - 20.75%	Employer Paid - 28.00% Shared equally between employer and employee  Employee/Employer Paid - 14.50%
North Tahoe Fire Protection District	3% @ 55	2.7% @ 55	Single Highest Year	Single Highest Year	CalPERS	20.022%	12.818%
Northstar Community Services District	3% @ 55	2.7% @ 55	Single Highest Year	Single Highest Year	CalPERS	17.875%	12.818%

<sup>1</sup> Rates are not adjusted for any cost sharing

**Appendix B - Table 2  
Retirement Practices  
(Classic Tiers)**

Survey Agency	Retirement Benefit		Retirement Formula		Retirement Plan	Employer Contribution 17/18 (Normal Cost) <sup>1</sup>	
	<i>Safety</i>	<i>Misc.</i>	<i>Safety</i>	<i>Misc.</i>		<i>Safety</i>	<i>Misc.</i>
Sacramento Metro Fire District	3% @ 50	3% @ 60	Single Highest Year	Single Highest Year	CalPERS	17.324%	13.885%
South Placer Fire District	3% @ 55	3% @ 60	Single Highest Year	Single Highest Year	CalPERS	17.875%	12.698%
Squaw Valley Public Services District	3% @ 50	2% @ 55	Three Year Final	Highest 3 Years	CalPERS	16.842%	12.809%
Tahoe Douglas Fire Protection District	2.5% Age 65- 5 years Age 60- 10 years Age 50- 20 years	2.25% Age 65- 5 years Age 62- 10 years Age 55- 30 years Any age- 33 years	Highest 3 Years	Highest 3 Years	Nevada PERS	Employer Paid - 40.50% Shared equally between employer and employee  Employee/Employer Paid - 20.75%	Employer Paid - 28.00% Shared equally between employer and employee  Employee/Employer Paid - 14.50%

**Appendix B - Table 3  
Retiree Health Practices**

<b>Agency</b>	<b>Retiree Health Savings Account Agency Contribution</b>	<b>Agency Monthly Contribution for Retiree</b>	<b>Agency Monthly Contribution for Retiree + 1</b>	<b>Agency Monthly Contribution for Retiree + 2</b>	<b>Vesting</b>
<i>Truckee Fire Protection District</i>	<b>\$150</b>	<b>PEMHCA Minimum \$133</b>	<b>No additional contribution</b>	<b>No additional contribution</b>	<b>10 years of PERS, 5 with District</b>
City of Folsom	\$50	\$0	\$0	\$0	NA
City of South Lake Tahoe	\$0	\$0	\$0	\$0	NA
Cosumnes Community Services District	\$0	<p>Fire- retire on or after 1/1/2015- same as Tier 1 (equal to active rate) until employee reaches Medicare age and then shall receive a reimbursement up to \$500/month</p> <p>Fire Management- hired prior to 7/2010 and retire after 7/1/2017 or hired on or after 7/1/2010 and retire after 7/1/2017- same as Tier 1 (equal to active rate) until employee reaches Medicare age and then shall receive a reimbursement up to \$500/month</p>	<p>Fire- retire on or after 1/1/2015- same as Tier 1 (equal to active rate) until employee reaches Medicare age and then shall receive a reimbursement up to \$500/month</p> <p>Fire Management- hired prior to 7/2010 and retire after 7/1/2017 or hired on or after 7/1/2010 and retire after 7/1/2017- same as Tier 1 (equal to active rate) until employee reaches Medicare age and then shall receive a reimbursement up to \$500/month</p>	<p>Fire- retire on or after 1/1/2015- same as Tier 1 (equal to active rate) until employee reaches Medicare age and then shall receive a reimbursement up to \$500/month</p> <p>Fire Management- hired prior to 7/2010 and retire after 7/1/2017 or hired on or after 7/1/2010 and retire after 7/1/2017- same as Tier 1 (equal to active rate) until employee reaches Medicare age and then shall receive a reimbursement up to \$500/month</p>	<p>Fire- 10 years</p> <p>Fire Management - 10 years</p>
El Dorado County Fire Protection District	\$0	<p>Effective 1/2017- subject to the vesting schedule, the District max contribution for monthly medical for pre-65 age will be \$625 (Over age 65- PEMHCA minimum)</p> <p>(Vesting schedule) with at least 5-10 years are eligible for 50%; an employee who retires with 10-15 years of</p>	<p>Effective 1/2017-subject to the vesting schedule, the District max contribution for monthly medical for pre-65 age will be \$1000 (Over age 65- No additional contribution)</p> <p>(Vesting schedule) with at least 5-10 years are eligible for 50%; an employee who retires with 10-15 years of</p>	No additional contribution	5 years

**Appendix B - Table 3**  
**Retiree Health Practices**

Agency	Retiree Health Savings Account Agency Contribution	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
		service-75%; an employee who retires with 15+ years-100%	service-75%; an employee who retires with 15+ years-100%		
El Dorado Hills Fire Protection District	\$0	10 years of service = 50%, plus 5% for each additional year of service, to a max of 100% with 20 years.	10 years of service = 50%, plus 5% for each additional year of service, to a max of 100% with 20 years.	10 years of service = 50%, plus 5% for each additional year of service, to a max of 100% with 20 years.	10 years
Lake Valley Fire Protection District	\$0	PEMHCA Minimum \$133	No additional contribution	No additional contribution	5 years with District 10 years with PERS
North Lake Tahoe Fire Protection District	\$0	District will pay 65% of premiums for retiree only until Medicare age	No additional contribution	No additional contribution	15 years
North Tahoe Fire Protection District	\$0	Vesting 5 years= 50%, plus 10% for each additional year to a max of 100% with 10 years	Vesting 5 years= 50%, plus 10% for each additional year to a max of 100% with 10 years	Vesting 5 years= 50%, plus 10% for each additional year to a max of 100% with 10 years	5 years
Northstar Community Services District	\$0	PEMHCA Minimum \$133	No additional contribution	No additional contribution	10 years of PERS, 5 with District
Sacramento Metro Fire	\$0	10 years of service = 50%, plus 5% for each additional year of service, to a max of 100% with 20 years.	10 years of service = 50%, plus 5% for each additional year of service, to a max of 100% with 20 years.	10 years of service = 50%, plus 5% for each additional year of service, to a max of 100% with 20 years.	10 years
South Placer Fire District	\$0	Up to \$858	Up to \$858	Up to \$858	5 years
Squaw Valley Public Services District	\$0	PEMHCA Minimum \$133	No additional contribution	No additional contribution	10 years of PERS, 5 with District
Tahoe Douglas Fire Protection District	\$0	Unrepresented- None  Fire Hired on or after 7/2003- employer agrees to pay for Group Health Care insurance for all qualified retiree who retire on or after 7/2023	Unrepresented- None  Fire Hired on or after 7/2003- employer agrees to pay for Group Health Care insurance for all qualified retiree who retire on or after 7/2023	Unrepresented- None  Fire no additional contribution for retire +2	Tier 1- 15 years  Tier 2- 20 years

**Appendix B - Table 3  
Retiree Health Practices**

Agency	Retiree Health Savings Account Agency Contribution	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
		<p>100% of monthly retiree only premium with 20 years</p> <p>\$0- less than 20 years</p>	<p>100% of monthly retiree + 1 premium with 25 years</p> <p>24 years- 80% of spouse premium and 90% of two party HSA contribution</p> <p>23 years- 60% of spouse premium and 80% of HSA 2-party contribution</p> <p>22 years- 40% of spouse premium and 70% of HSA 2-party contribution</p> <p>21 years- 20% of spouse premium and 60% of HSA 2-party contribution</p> <p>\$0- less than 20 years</p>		

**Appendix B – Table 4**  
**Education/Certification Pay/Paramedic Pay**

Agency	Pay for degrees/certifications beyond what is required
<b>Truckee Fire Protection District</b>	<b>None</b>
City of Folsom	<p align="center">Fire  \$500/month- Paramedic  5%- AA or Fire Officer  7.5%- Chief Fire Officer  10%- BA in specific area or Chief Fire Officer and AA  10% + \$500- max</p> <p align="center">Fire Management  \$250- EMT1A or Paramedic  (EE in Fire Division Chief/Battalion Chief shall not receive education pay as of 1/2017)</p> <p align="center">Dept. Heads  None</p> <p align="center">Local 39  30-59 units- 2%  60-119 units-3%  120 units or BA- 5%</p> <p align="center">Park Maintenance Worker I/II- 2.5% for QAC, QA, Playground Safety Inspector Pool Operator; 1% for Landscape Irrigation Auditor, Landscape Technician, and Irrigation Contractor  Park Planner/Associate Planner- 1%- Certification Irrigation Designer  Mechanic- 1% for ASE certification; 5% for ASE Master; 1% for various ASE certificates  Maintenance Worker I/II/Lead- 2.5%- QAC. QAL or Class A  Water/Sewer MW I/II/Lead- 5% advanced certification  Clerical- 5% for Notary  Building Inspector and Plan Checker- 1% for various inspector certificates  Code Enforcement Officer- 2.5% for Certified Code Enforcement Officer  Code Enforcement Technician- 2.5%- Certified Code Enforcement Officer  Construction Inspector- 5%- Registered PW Inspector  Engineering Technician- 5% for Land Surveyor  IS Technician- 1.5% for Cisco cert; 1.5% for Microsoft cert  (Max 5%)</p>
City of South Lake Tahoe	<p align="center">Fire  2.5%- Certificate in Fire Science  5%- AA</p>

**Appendix B – Table 4**  
**Education/Certification Pay/Paramedic Pay**

Agency	Pay for degrees/certifications beyond what is required
	<p align="center">2.5%- BA  2%- Fire Officer  2%- Chief Officer</p> <p align="center">11.5%-max  (Paramedic pay-have separate salaries for Firefighter)  Paramedic-Engineer- 5% and Captain – 5%</p> <p align="center">Police Supervisory (for BC)  2.5%- BA  2%- Chief Officer  4.5%- Max</p> <p align="center">Unrepresented  None</p> <p align="center">General/PW  1%- 50 hours of training and 1%- additional 50 hours of training (2%)  Mechanics- \$5/month for any one of the 8 individual certificates that make up the Master Auto Technician Certificate; or Class A  Lamp Adjusted License, or Class A or B Brake Adjuster License. In addition- anyone who receives a full Master Auto Technician  Certificate shall receive an additional \$5/month (\$55/month subtotal);  1% for any of the 6 individual certificates that make up the Master Heavy Duty Truck Technician Certificate  Mechanics Max- 8% plus \$55/month- Mechanics  Others Max- 2%</p>
Cosumnes Community Services District	<p align="center">Fire-522  \$400/month Paramedic Incentive (Captains, Engineers, Firefighters)  \$2.5%- EMT</p> <p align="center">1.5%- 30 units  3%- 60 Units  4.5%- 90 Units  6%- 120 Units</p> <p align="center">2%- Fire Technology Certificate  4%- AA/AS Degree  8%- BA/BS Degree  Max of 8% in this category  2%- HazMat Technician  1%- HazMat Specialist</p>

**Appendix B – Table 4**  
**Education/Certification Pay/Paramedic Pay**

Agency	Pay for degrees/certifications beyond what is required
	<p align="center">           3%- (1% each for Fire Instructor I, II, III)            1%- Driver Operator            4%- Fire Officer            4%- Chief Officer            1%-Fire Prevention Officer or Fire Inspector I            2%- Fire Protection Specialist or Fire Inspector II            2%- Plans Examiner            1%- Fire Investigator I            1%- Fire Investigator II            1%- Public Education Officer or Community Risk Educator            (Max of 8%)            (Total Max education pay 14%)         </p> <p align="center">           MEO            \$166.67/month for MA/MS            \$400/month Paramedic Incentive            122/month EMT         </p> <p align="center">           Unrepresented            None         </p>
El Dorado County Fire Protection District	<p align="center">           Fire            3%- BA            Have separate salary for Firefighter, Engineer, Captain with Paramedic         </p> <p align="center">           Management/Unrepresented            None         </p>
El Dorado Hills Fire Protection District	<p align="center">           Fire            \$250- AA/AS            \$500- BA/BS            \$750- MA/MS            \$250- Fire Officer            (\$750 for MA + \$250 for Fire Officer)            Have separate salary for Paramedic         </p> <p align="center">           Chief Officers            \$250- AA/AS            \$500- BA/BS            \$750- MA/MS            \$250- Fire Officer         </p>



**Appendix B – Table 4**  
**Education/Certification Pay/Paramedic Pay**

Agency	Pay for degrees/certifications beyond what is required
	<p align="center"> \$500- Chief Officer  \$200- Paramedic  \$1450-max   Fire Chief  \$750- MA  \$500- Chief Officer   Unrepresented Non Safety  \$250-AA  \$500-BA  \$750-MA  \$100-EMT  \$850-max </p>
Lake Valley Fire Protection District	<p align="center"> Fire  1.6% Paramedic Pay (Captain and Engineer) (Have separate salary for Firefighter/Paramedic)   1.6%- Fire Officer  1.6%- Chief Fire Officer (Fire Captain)  2% for certificate of achievement in Fire Science or Fire Technology  4%- AA in Fire Science or Fire Technology  2.4%- BA  6.4%- BA in any are and an AA in Fire Science  6.4% max for education + 1.6% for Paramedic   Unrepresented  None </p>
North Lake Tahoe Fire Protection District	<p align="center"> Fire  \$2.31 bw- 3 Units  \$23.08/bw- Certificate of Achievement  \$46.15/bw- AA  \$46.15/bw- BA  \$46.15/bw- max   Paramedic/EMT  \$6.92/bw- EMT Basic  \$39.23/bw- EMT Advanced (FF only)  \$18.46/bw- EMT Advanced (other ranks) </p>

**Appendix B – Table 4**  
**Education/Certification Pay/Paramedic Pay**

Agency	Pay for degrees/certifications beyond what is required
	<p align="center">\$23.08/bw- Paramedic (Captain or Engineer)</p> <p align="center">Unrepresented Management None</p>
North Tahoe Fire Protection District	<p align="center">Fire-Represented Tier 1 ALS Premium \$440/month- 1-2 years \$511/month- 3-4 years \$585/month- 5+ years</p> <p align="center">Tier 2 ALS Premium \$435/month- 1-2 years \$509/month- 3-4 years \$580/month- 5+ years</p> <p align="center">Tier 3 ALS Premium \$425/month- 1-2 years \$498/month- 3-4 years \$568/month- 5+ years</p> <p align="center">(Captain limited to 1-2 years)</p> <p align="center">Unrepresented Safety Accredited Chief Officer Paramedic- Tier 1-\$440/month (Shift and Non Shift) Tier 2 \$435/month-Shift \$434/month Non Shift Tier 3 \$402/month-Shift \$404/month- Non Shift</p> <p align="center">Unrepresented Misc. None</p>
Northstar Community Services District	<p align="center">Fire .5%- Fire Apparatus Driver/Operator I .5%- Firefighter II .5%- Haz Mat Technician or Specialist 1%- Fire Officer</p>

**Appendix B – Table 4**  
**Education/Certification Pay/Paramedic Pay**

Agency	Pay for degrees/certifications beyond what is required
	<p align="center">                     .5%- Fire Investigator I                      .5%- Training Instructor or Fire Instructor I                      .5%- Public Education Officer I                      .5%- Fire Investigator II                      .75%- Fire Instructor II                      .75%- Fire Inspector II                      1%- Fire Instructor III                      .5%- Plans Examiner                      1%- Fire Marshall                      2%- Chief Officer                      1%- AA/AS (I.E. Fire Science, Management, Computer Science)                      2.5%- BA/BA (I.E. Fire Protection Engineering, Management, public Administration, Business Administration)                      10% Max                        (Paramedic Pay – have separate salaries)                        Unrepresented                      None                 </p>
Sacramento Metro Fire District	<p align="center">                     Fire                      .5%- State Fire Marshal Certificate (80 hours or less)                      1%- other certificate programs                      1%- Fleet Maintenance who complete course work to be certified as CA Fire Mechanic Association /Emergency Vehicle Technician Program Fire Mechanic                      1%- Fleet Maintenance who complete course work to be certified as CA Fire Mechanics Association/EVT Program Fire Mechanic II                      1%- Fleet Maintenance who complete course work to be certified as CA Fire Mechanics Association/EVT Program Fire Mechanic III                      .5%- Fleet Maintenance who complete ASE certificate (other than those required to obtain CA Fire Mechanics Association/EVT Program Fire Mechanic I-III)                      3%-Fire Science Certificate or Fire Technology Certificate from Community College                      3.5%- AA/AS Degree                      6.5%- Associate Degree Fire Science and any other Associate degree                      (above certs max is 6.5%)                      7.5%- BA/BS                      10.5%- BS in Fire Science and any other BA/BS degree                      10.5%- Bachelor of Science in Fire Science                      Maximum Education Incentive = 10.5%                        5%- EMT-1 (All)(including Mechanic)                      9.3%- Firefighter's Paramedic Pay                      6.75%- Engineers Paramedic Pay                 </p>

**Appendix B – Table 4**  
**Education/Certification Pay/Paramedic Pay**

Agency	Pay for degrees/certifications beyond what is required
	<p align="center">6.10%-Captains Paramedic incentive</p> <p align="center">Battalion Chiefs Organization</p> <p align="center">.5%- State Fire Marshal Certificate (80 hours or less)</p> <p align="center">1%- other certificate programs (above 80 hours)</p> <p align="center">3%-Fire Science Certificate or Fire Technology Certificate</p> <p align="center">3.5%- AA/AS</p> <p align="center">6.5%- AS in Fire Science and any other AA/AS degree (Above shall not exceed 7%)</p> <p align="center">7.5%- BA/BS</p> <p align="center">10%- BS in Fire Science and any other BA/BS degree</p> <p align="center">Maximum Education Incentive = 10%</p> <p align="center">2.5%-HazMat Incident Command Certificate</p> <p align="center">5%- HazMat Specialist Certificate</p> <p align="center">Maximum HazMat Incentive= 7.5%</p> <p align="center">\$250/month-EMT-Paramedic certificate</p> <p align="center">Sr. Management-Safety</p> <p align="center">.5%- State Fire Marshal Certificate (80 hours or less)</p> <p align="center">1%- other certificate programs (above 80 hours)</p> <p align="center">3%-Fire Science Certificate or Fire Technology Certificate</p> <p align="center">3.5%- AA/AS</p> <p align="center">6.5%- AS in Fire Science and any other AA/AS degree (Above not to exceed 7%)</p> <p align="center">7.5%- BA/BS</p> <p align="center">3%- AS in Fire Science or a Fire Science Certificate and any other BA/BS degree</p> <p align="center">5%- Continuing Education</p> <p align="center">Maximum Education Incentive = 15.5% (Executive Mngt not eligible)</p> <p align="center">Sr. Management.-Non-Safety</p> <p align="center">.5%- State Fire Marshal Certificate (80 hours or less)</p> <p align="center">1%- other certificate programs (above 80 hours)</p> <p align="center">3.5%- AA/AS</p> <p align="center">6.5%- AS in Fire Science and any other AA/AS degree (Above not to exceed 7%)</p> <p align="center">7.5%- BA/BS</p> <p align="center">3%-Juris Doctorate Degree with CA State Bar License</p> <p align="center">Max- 10.5% (Executive Mngt not eligible)</p>

**Appendix B – Table 4**  
**Education/Certification Pay/Paramedic Pay**

Agency	Pay for degrees/certifications beyond what is required
	<p align="center">Admin Support Personnel  \$150/year- 2 units  .5%- approved certificate  1%- other certificate  6%- AA  7.5%- BA  7.5%- Max</p>
South Placer Fire District	<p align="center">Fire  2%- Fire Officer  2%- Chief Officer  3%- AA  5%- BA  7% Max  \$500- Paramedic</p> <p align="center">Bat Chief/Division Chief/Deputy Chief  2%- Fire Officer  2%- Chief Officer  3%- AA  5%- BA  7% Max  \$250- Paramedic</p> <p align="center">Fire Chief  5%- BA  2%- Chief Officer  \$250-Paramedic</p> <p align="center">Unrepresented Misc.  1%- Business cert or Fire Mechanic  3%- AA  55- BA  7%- Max</p>
Squaw Valley Public Services District	<p align="center">Fire  10% -Paramedic</p> <p align="center">Admin  For a variety of certification; per internal rules</p>

**Appendix B – Table 4**  
**Education/Certification Pay/Paramedic Pay**

Agency	Pay for degrees/certifications beyond what is required
	(Fire Chief not eligible) 7.5% Max
Tahoe Douglas Fire Protection District	Fire 2.5% EMT-Intermediate (limited to certain number-not included in datasheets) 2.5%- Paramedic- (Engineer or Captain) 2%- Fire Officer Level 1 3%- Certificate of Achievement in Fire Science 4%- AA in Fire Science 2%- BA in Fire Admin., Fire Prevention Technology, Public Administration, Business Management, EMS Management, Management or Emergency Management Max 9% (and Paramedic pay)  Unrepresented None

**Appendix B – Table 5**

**Assignment Pay- Fire**

Agency	Pay for Fire Assignments (Special Teams and Field Training Officer Pay)
<b>Truckee Fire Protection District</b>	<b>None</b>
City of Folsom	<p>Fire</p> <p>\$2/hour per shift- designated as primary Paramedic during shift</p> <p>Employees assigned Program Coordinator duties in the following areas receive a \$100/month incentive pay allowance: Self-Contained Breathing Apparatus Program; Fire Investigation Program; Volunteer Services Program; Swift water Rescue Program; Confined Space Technical Rescue Program</p> <p>10%- assigned to temporary 40 hour week</p> <p>\$4/hour- FTO</p> <p>Fire Management</p> <p>None</p>
City of South Lake Tahoe	None
Cosumnes Community Services District	<p>Fire</p> <p>\$1.00/hour Preceptor or FTO</p> <p>10%- suppression personnel assigned to 40-hour week for training, fire prevention, or special projects if assigned more than 30 days.</p> <p>\$1/hour- work on medical transport unit</p> <p>Fire Management</p> <p>5%- Day incentive (if more than 30 days)</p>
El Dorado County Fire Protection District	<p>7%- Fire Captain assigned to Specialist</p> <p>\$45/per shift- FTO in Paramedic Program</p>
El Dorado Hills Fire Protection District	7.5%- Assigned to 40 hour
Lake Valley Fire Protection District	None
North Lake Tahoe Fire Protection District	None
North Tahoe Fire Protection District	\$60 per shift- represented employees who are acting as a "Field Training Officer" for a newly hired paramedic who is in Phase II and Phase III of the TAP (Temporarily Assigned Paramedic) process.
Northstar Community Services District	None
Sacramento Metro Fire District	<p>\$2.00/hour- Field Training Officer for Paramedics</p> <p>15%- Day assignment (30 consecutive days)</p> <p>5.5%- Hazmat Program Assignment</p>
South Placer Fire District	A unit member who volunteers for day position shall receive 10% for duration of assignment. Only applicable to assignments of 14 consecutive days or more. Not applicable to non-voluntary assignment.
Squaw Valley Public Services District	None

**Appendix B – Table 5****Assignment Pay- Fire**

Agency	Pay for Fire Assignments (Special Teams and Field Training Officer Pay)
Tahoe Douglas Fire Protection District	5%- EOD 2%- Hazmat Technician Certificate and assigned to the Quad County Team 3%- FTO



**Appendix B – Table 6  
Out of Class-Fire**

Agency	Working Out of Class Pay
<b>Truckee Fire Protection District</b>	<b>Minimum of 2.5%</b>
City of Folsom	\$3/hour for Acting Division Chief or Acting Captain \$2.50/hour for Acting Engineer
City of South Lake Tahoe	Any qualified person temporarily assigned by the Fire Chief to work in a higher-level position shall be paid Acting Pay. Acting Pay for working one rank over the employee's current classification is five percent (5%) of the employee's base hourly rate. Acting Pay for working two ranks over the employee's current classification is ten percent (10%) of the employee's base hourly rate.
Cosumnes Community Services District	Captain assigned to Work Out of Class as Battalion Chief- \$2.50/hour Firefighter or Engineer assigned to Work Out of Class as Captain- \$1.46/hour Firefighter assigned to Work Out of Class as Engineer- \$1.04/hour
El Dorado County Fire Protection District	5%- must serve for 8 hours (lowest salary of acting rank with a minimum of 5%)
El Dorado Hills Fire Protection District	5%
Lake Valley Fire Protection District	An employee working in a grade above his or her job classification will receive special compensation consisting of an additional four percent (4%) above base pay rate for all such hours worked, provided: (1) the employee working out of class is on the promotional list in for the rank at which he or she is working out of grade; and (2) the employee works at least twelve (12) continuous hours in the grade above his or her job classification.  B. An employee working in a grade above his or her job classification who does not qualify under paragraph (A) above because he or she is not on the promotional list for the rank at which he or she is working out of grade shall receive three and two tenths percent (3.2%) above base pay rate for all such hours worked, provided the employee works at least twelve (12) continuous hours in the grade above his or her job classification.
North Lake Tahoe Fire Protection District	Any employee covered by this Agreement who may be required to accept the responsibilities and carry out the duties of a position or rank above that which he/she normally holds for a period of not less than twelve (12) consecutive hours within a (24) hour shift, shall be paid a total of \$50.00 per shift acting pay.
North Tahoe Fire Protection District	If a Firefighter is required to work out of class as a Captain, that employee shall be compensated for all time worked at the rate of pay they would receive if appointed to the position of Captain, but in no case less than 5%. If a Captain is to work out of class as a Battalion Chief, that employee shall be compensated at a minimum of 5% above top step Captain for all time worked. Temporary assignments out of an employee's current classification shall only be filled by employees deemed qualified by the Fire Chief.
Northstar Community Services District	Approximately 10%- employee would go to same step of new class. *(not used often)  An out of class assignment for training purposes may be excluded from out of class compensation provided such training purposes can be adequately demonstrated. The Fire Chief shall determine whether the employee is qualified for the out of class assignment and assigned out of class duties to qualified personnel on a fair and equitable basis. Personnel will not be required to work more than 60 calendar days in an out of class assignment without being compensated.
Sacramento Metro Fire District	Out of Class- premium pay ranges shall be at the step which provides a minimum of 5% salary increase.
South Placer Fire District	5%- for work performed in higher classification (employee must work more than 4 consecutive hours)

**Appendix B – Table 6  
Out of Class-Fire**

Agency	Working Out of Class Pay
	<p align="center">Note- 6th step on salary schedule is for Battalion Chief, Captain, Engineer and Firefighter and is for those who have requisite number of years of experience, have satisfied and currently meet the requirement to act in a higher classification and be available for, and accept assignment in the higher classification</p>
Squaw Valley Public Services District	<p>Employees assigned by the Fire Chief to temporary act in the capacity of a higher rank shall receive additional compensation for shifts work in the higher rank subject to the following: upon completion of one 48- hour shift and thereafter for full 48 hours shifts only. Compensation shall be a minimum of 10% over the employee's current rate of pay and shall be based on the salary steps of the higher rank. Additional compensation shall be paid in situations such as resignation, dismissal, disciplinary action, leave of absence, extended sick leave or work related injury.</p>
Tahoe Douglas Fire Protection District	<p align="center">SECTION 1- Acting Battalion Chief</p> <p>Whenever any Firefighter, Firefighter/Paramedic, Engineer, or Captain who works as an Acting Battalion Chief for any period of a shift, they shall receive ten percent (10%) in addition to their regular pay at the time such work is performed, calculated to the nearest quarter (1/4) hour.</p> <p align="center">SECTION 2 -Acting Captain</p> <p>Whenever any Firefighter, Firefighter/Paramedic, or Engineer who works as an Acting Captain for any period of a shift, they shall receive ten percent (10%) in addition to their regular pay at the time such work is performed, calculated to the nearest quarter (1/4) hour.</p> <p align="center">SECTION 3 -Acting Engineer</p> <p>Whenever any Firefighter/Paramedic works as an Acting Engineer for any period of a shift, they shall receive two and one half percent (2.5%) in addition to their regular pay at the time such work is performed, calculated to the nearest quarter (1/4) hour.</p> <p>Whenever any Firefighter works as an Acting Engineer for any period of a shift, they shall receive ten percent (10%) in addition to their regular pay at the time such work is performed, calculated to the nearest quarter (1/4) hour.</p>

**Appendix B – Table 7**  
**Tuition Reimbursement/Annual Training Allowance- Fire**

Agency	Tuition Reimbursement/Training Allowance
<b>Truckee Fire Protection District</b>	<b><i>A portion of the employee's costs may be reimbursed in the amount specified by the District. This includes tuition, registration fees, laboratory or similar materials fees, and fees for parking. Specifically excluded are student body fees and fees levied for student services or social activities. Funds are available based on annual fiscal budget availability. Reimbursement will be based on the least expensive qualified program in the area offering the same or similar course work. 1003.2.3 MAXIMUM CREDIT HOURS PER YEAR The maximum amount of credit hours that may be claimed for the purpose of tuition reimbursement is determined by the District. Programs with an accelerated course of study leading to a bachelor's, master's or a doctorate degree may be eligible for reimbursement as determined by the Fire Chief but in no case should exceed the limits outlined elsewhere in this policy.</i></b>
City of Folsom	\$800/year- Tuition reimbursement
City of South Lake Tahoe	The City shall pay the cost of tuition and books for up to three (3) job-related classes of formalized study, approved in advance by the Fire Chief, per fiscal year (based on the end date of the class taken), provided the cost of said classes is no more than the tuition expenses at college-level institutions, specifically including the University of Nevada-Reno and Sacramento State and any lesser cost institution. Job-related courses shall include any classes taken toward an AA, BS, or Masters Degree in Fire Science, Business Administration, or Public Administration.
Cosumnes Community Services District	<p>Maintenance of the Paramedic license is the responsibility of the employee. (a) The District will, however, pay for the cost of tuition for the following courses: Pediatric Advanced Life Support (PALS); Pre-Hospital Trauma Life Support (PHTLS); (b) During the term of this Agreement, the District agrees to also pay: the cost of tuition for any other courses that may be mandated in the future, as a condition of maintaining the Paramedic license, by other government agencies that have jurisdiction. While the District will not pay for time, it will release an employee for required mandatory training when there are no optional attendance dates and/or times.</p> <p>Each Fiscal Year, the District twill set aside \$150/FY for Professional Growth to be used towards tuition, educational materials, or certificate costs.</p>
El Dorado County Fire Protection District	<p>The District shall reimburse employees for fees incurred in the acquisition and maintenance of the professional licenses, certificates and credentials required by the JPA and the County Medical Director.</p> <p>Employees shall be reimbursed for expenses of training directed by the District, including meals, mileage, registration, books, and lodging.</p> <p>The District will provide an educational reimbursement up to \$800 on an annual basis for each employee, which will include tuition, books and training materials.</p>
El Dorado Hills Fire Protection District	<p align="center">No tuition reimbursement</p> <p>The District shall reimburse paramedic personnel for fees incurred in the maintenance of the following certifications. (Reimbursement shall include class tuition and associated class materials; if required to attend the class offsite, applicable overtime or wages will be paid for class time only. Mileage reimbursement will not be paid for driving to and from the class.)</p> <p>ACLS – Advanced Life Support (Bi-annual certification); PALS/PEPP – Pediatric Advanced Life Support (Bi-annual certification.); FTOs ONLY - ITLS or BTLS or PHTSL – International or Basic or Pre-Hospital Trauma Life Support</p> <p>Class fees shall be reimbursed upon documentation of successful completion and shall not exceed \$200 per class. The District shall reimburse the fee for the State Paramedic License. District shall reimburse field training officers for internships and field accreditation up to the amount the District is reimbursed by the JPA.</p>

**Appendix B – Table 7**  
**Tuition Reimbursement/Annual Training Allowance- Fire**

Agency	Tuition Reimbursement/Training Allowance
Lake Valley Fire Protection District	None
North Lake Tahoe Fire Protection District	None
North Tahoe Fire Protection District	<p>Paramedics- Tuition of \$1,200.00 and 48 hours of overtime every two years will be provided to each paramedic to maintain certification. \$600.00 tuition and 24 hours of overtime pay or 36 hours of CTO will be paid one time annually in the first pay period of July. o The District pays or reimburses each EMT or Paramedic for their certification renewal fees. Each paramedic will be solely responsible for their own scheduling of classes and payment of all costs including tuition, travel, meals, etc.</p> <p>EMTs- Tuition of \$600.00 and 24 hours of overtime every two years will be provided to each EMT to maintain certification. \$300.00 tuition and 12 hours of overtime pay or 18 hours of CTO will be paid one time annually in the first pay period of July. Each EMT will be solely responsible for their own scheduling of classes and payment of all costs including tuition, travel, meals, etc. Approved leave to attend continuing education is subject to the current "Staffing and Overtime" policy. The District will pay or reimburse each EMT or Paramedic for their certification renewal fees.</p>
Northstar Community Services District	<p>District shall pay or reimburse for all classes, certifications, physicals, and licenses required to maintain employment. Payment or reimbursement shall be limited to actual out of pocket expenses. There shall not be any additional payment for performing any of the above during non-working hours, without prior consent of the Fire Chief.</p> <p>District shall pay for all related costs of tuition for District mandated classes or certification expenses, except for food and lodging. A full-time employee covered under this Agreement will be reimbursed for educational tuition as approved by the Fire Chief. This amount excludes payment or reimbursement for all classes, certifications, physicals, and licenses required to maintain employment. There shall not be any additional payment for performing any of the above during non-working hours, without prior consent of the Fire Chief. Employees attending class during scheduled on duty time will be compensated at their regular hourly rate. If shift coverage is required while attending class(s), the District will provide coverage upon approval of the Fire Chief. All course materials will become District property. Additional education and training courses may be included at the discretion of the Fire Chief. Upon the decision of the Fire Chief to approve a class or certification to be included in the incentive program, that class or certification will be eligible for all employees under the terms and conditions herein.</p>
Sacramento Metro Fire District	None
South Placer Fire District	The Fire District shall pay for re-certification costs including ACLS and PALS tuition
Squaw Valley Public Services District	<p>When the Board, General Manager, Fire Chief or Operations Manager deems it appropriate, an employee may be sent to approved in-service training and education programs. The District shall pay the cost of the employee's tuition and books and other reasonably incurred expenses as set forth in Division XI. Costs incurred for job-related training expenses resulting from extracurricular activities such as college tuition, home study courses, committee involvement in service-oriented organizations, etc., may be reimbursed at the General Manager's discretion. Reimbursement for educational expenses shall be paid upon evidence of successful completion of the program for which prior approval has been received. The Manager, at his/her discretion, may allow an "advance allowance" to the employee. The District will pay overtime for hours accrued in excess of normal work hours (8 hours per day for regular, non-exempt employees, and 24 hours for shift employees) to attend mandatory training. Mandatory training is training required by the Board, General Manager, Fire Chief or Operations Manager. Out of town travel for mandatory training classes will be compensated, including time spent driving or as a passenger. Time spent taking a break from travel in order to eat a meal, sleep, or to engage in personal pursuits not connected with the traveling is not compensable. To avoid over-time, travel during normal work hours is encouraged. The District will not pay overtime for hours outside of normal work</p>

**Appendix B – Table 7**  
**Tuition Reimbursement/Annual Training Allowance- Fire**

Agency	Tuition Reimbursement/Training Allowance
	<p>hours for employee-elected training, even though the District may have paid for the class. Section 10.02 Reimbursement for Required Certifications and Licenses The District will reimburse an employee for the cost to successfully renew a certification or license that the employee is required to maintain for their authorized position with the District.</p>
Tahoe Douglas Fire Protection District	<p>District will pay for one class per year.</p>

**Appendix B – Table 8  
Overtime and Compensatory Time Off- Fire**

<b>Agency</b>	<b>Overtime and Compensatory Time Off Max</b>
<b><i>Truckee Fire Protection District</i></b>	<b><i>OT/CTO is accrued for time period over 192 hours in 24- day period</i></b>
City of Folsom	Overtime is at 1.5x CTO hours- max of 60 hours, CTO must be used prior to other leaves
City of South Lake Tahoe	Overtime is at 1.5x CTO hours- max of 240 hours
Cosumnes Community Services District	Overtime is at 1.5x.  CTO hours- max of 480 hours.
El Dorado County Fire Protection District	Overtime is at 1.5x.  CTO not offered
El Dorado Hills Fire Protection District	Overtime shall be compensated at one and one-half (1-1/2) times the employee's basic hourly rate of pay. No CTO policies.
Lake Valley Fire Protection District	Overtime is at 1.5x  CTO-In lieu of payment for overtime worked, all District employees may opt to receive compensation from the District in the form of Compensatory Time hours, which hours shall be earned by the employee at a rate of 1.5 compensatory time hours for every overtime hour worked. B. The maximum accrual balance of compensatory time hours shall be limited to one hundred seventy (170) hours per 40-hour employee. The maximum accrual balance of compensatory time hours shall be limited to two hundred forty (240) hours per 56-hour employee.
North Lake Tahoe Fire Protection District	All employees shall be compensated for overtime at the rate of one and one-half (1.5) times his/her regular rate of pay.  CTO- No more than ten regular work shifts of compensatory time may be accrued annually by any employee.
North Tahoe Fire Protection District	Overtime is 1.5x CTO- max 216 hours
Northstar Community Services District	Overtime is at 1.5x  CTO- Without prior written consent, a Fire Department employee may not ear more than 120 hours of CTP per calendar year and may not carry more than 40 hours from that calendar year to the next calendar year. Total accumulation, therefore, can never be more than 160 hours annually. An employee may elect to sell back up to 120 hours of CTO at the employee's regular rate of pay per year
Sacramento Metro Fire District	Overtime is 1.5x. 171 hours max CTO
South Placer Fire District	Overtime hours worked will be compensated at 1.5x straight time base hourly rate of pay. CTO- None
Squaw Valley Public Services District	Overtime shall be compensated for in pay at time and one-half (1-1/2) employee's regular rate of pay.

**Appendix B – Table 8**  
**Overtime and Compensatory Time Off- Fire**

Agency	Overtime and Compensatory Time Off Max
	Compensatory time off for overtime hours worked will not be granted.
Tahoe Douglas Fire Protection District	Overtime rate is 1.5x CTO max is 120

**Appendix B – Table 9  
Military Time Off**

Agency	Military Time Off
<b><i>Truckee Fire Protection District</i></b>	<b><i>Paid only as required by law.</i></b>
City of Folsom	The City will pay employees called for military duty for a period of up to 30 days annually at full pay and benefits. After the initial 30 day period, the City will, for a period of 11 months, supplement the military pay of an employee who is ordered to serve in active US military duty up to an amount equivalent to the employee's full pay with the City of Folsom. Benefits will also be provided. The City Manager is authorized to extend the period not to exceed 12 months.
City of South Lake Tahoe	Paid only as required by law.
Cosumnes Community Services District	Paid only as required by law.
El Dorado County Fire Protection District	Paid only as required by law.
El Dorado Hills Fire Protection District	Paid only as required by law.
Lake Valley Fire Protection District	Paid only as required by law.
North Lake Tahoe Fire Protection District	Paid only as required by law.
North Tahoe Fire Protection District	Paid only as required by law.
Northstar Community Services District	Paid only as required by law.
Sacramento Metro Fire District	Paid only as required by law.
South Placer Fire District	Paid only as required by law.
Squaw Valley Public Services District	Paid only as required by law.
Tahoe Douglas Fire Protection District	Paid only as required by law.



**Appendix B – Table 10**  
**Paid Leave- Firefighters, Engineers, and Captains**  
**(Shift)**

Agency	Vacation Leave							Administrative/ Management/Additional Leave
	Year 1	Year 4	Year 7	Year 10	Year 16	Year 20	Vacation Max Accrual	(number of hours per year)
	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual		
<b>Truckee Fire Protection District</b>	<b>96</b>	<b>144</b>	<b>168</b>	<b>240</b>	<b>264</b>	<b>288</b>	<b>400</b>	<b>0</b>
City of Folsom <sup>2</sup>	292	292	332	364	388	388	448	0
City of South Lake Tahoe <sup>3</sup>	152	152	176	176	244	256	500	8 hours (EE appreciation Leave)
Cosumnes Community Services District <sup>4</sup>	192	240	288	336	336	336	1x + 24 hours	0
El Dorado County Fire Protection District	245	245	293	341	341	389	389	0
El Dorado Hills Fire Protection District	144	144	216	240	288	312	384	0
Lake Valley Fire Protection District	168	168	192	240	264	336	400	0
North Lake Tahoe Fire Protection District	192	192	216	239	265	289	3x	0
North Tahoe Fire Protection District	144	144	216	216	360	480	960	0
Northstar Community Services District	120	192	192	264	264	288	2x	0
Sacramento Metro Fire District	144	144	216	264	288	312	20 months	0

<sup>2</sup> Folsom- annual leave

<sup>3</sup> South Lake Tahoe- Plus 11.2 hours longevity leave provided at Year 10 and 15; 16.8 hours provided at year 20; (not included above)

<sup>4</sup> Cosumnes CSD- shift EE also get 120 hours/year to cash out (not included above)

**Appendix B – Table 10**  
**Paid Leave- Firefighters, Engineers, and Captains**  
**(Shift)**

Agency	Vacation Leave							Administrative/ Management/Additional Leave
	Year 1	Year 4	Year 7	Year 10	Year 16	Year 20	Vacation Max Accrual	(number of hours per year)
	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual		
South Placer Fire District	159	159	215	215	271	271	2x	0
Squaw Valley Public Services District	112	134	168	224	224	280	448	0
Tahoe Douglas Fire Protection District	144	144	168	216	264	288	96	0

**Appendix B – Table 11**  
**Sick & Holiday - Firefighters, Engineer, and Captains**  
**(Shift)**

<b>Survey Agency</b>	<b>Sick Leave</b>	<b>Max Sick Leave</b>	<b>Holiday Pay</b>
<b><i>Truckee Fire Protection District</i></b>	<b><i>288 hours</i></b>	<b><i>Unlimited</i></b>	<b><i>96 hours</i></b>
City of Folsom	Included in Vacation	NA	6%
City of South Lake Tahoe	208 hours	1,120 hours	4.62%
Cosumnes Community Services District	288 hours	Unlimited	12 days
El Dorado County Fire Protection District	120 hours	Unlimited	96 hours
El Dorado Hills Fire Protection District	192 hours	Unlimited	120 hours
Lake Valley Fire Protection District	161 hours	1280 hours + 1x accrual	4%
North Lake Tahoe Fire Protection District	216 hours	1800 hours	5%
North Tahoe Fire Protection District	288 hours	Unlimited	4.5%
Northstar Community Services District	192 hours	Unlimited	134.4 hours
Sacramento Metro Fire District	132 hours (years 0-3) 264 hours (years 3+)	Unlimited	144 hours
South Placer Fire District	168 hours	Unlimited	123 hours
Squaw Valley Public Services District	288 hours	960 hours	123.24 hours
Tahoe Douglas Fire Protection District	192 hours	2160 hours	4%

**Appendix B – Table 12  
Paid Leave- Fire Management**

Agency	Vacation Leave							Administrative/ Management/Additional Leave (number of hours per year)
	Year 1	Year 4	Year 7	Year 10	Year 16	Year 20	Vacation Max Accrual	
	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual		
Truckee Fire Protection District	96- shift 80- admin	144- shift 120- admin	168- shift 128- admin	240- shift 160- admin	264- shift 200- admin	288- shift 240- admin	400- shift 400- admin	0
City of Folsom <sup>5</sup>	432-shift 192-non shift	432-shift 192-non shift	492-shift 228-non shift	540-shift 264- non shift	576-shift 300- non shift	576-shift 300- non shift	448-shift 320- non shift	80 hours
City of South Lake Tahoe <sup>6</sup>	144-shift 224-non shift <sup>7</sup>	144-shift 264- non shift	168-shift 272- non shift	168-shift 304- non shift	236-shift 304- non shift	248-shift 304- non shift	500-shift 880- non shift	48 hours + 10 hours (EE appreciation)- Battalion Chief  80 hours + 8 hours (EE appreciation)- non shift
Cosumnes Community Services District	216- shift 154- non shift	264-shift 189- non shift	312- shift 229- non shift	360-shift 257- non shift	408- shift 291- non shift	408- shift 291- non shift	1.5x	56 hours- shift 40 hours- non shift
El Dorado County Fire Protection District	245-shift 168-non shift	245-shift 168-non shift	293-shift 208- non shift	248-shift 341- non shift	248-shift 341- non shift	288-shift 389- non shift	389-shift DNA- non shift	0
El Dorado Hills Fire Protection District	312- Shift FM 224-non shift 104- Fire Chief	312- Shift FM 224-non shift 104- Fire Chief	312- Shift FM 224-non shift 136-Fire Chief	312- Shift FM 224-non shift 176- Fire Chief	312- Shift FM 224-non shift 192- Fire Chief	312- Shift FM 224-non shift 208- Fire Chief	384 -Shift FM 280-non shift No Cap- Fire Chief	0- Chief Officers 10 days- Fire Chief
Lake Valley Fire Protection District	168- shift 114-non shift	168- shift 114-non shift	192- shift 130- non shift	240- shift 163- non shift	264- shift 181- non shift	336- shift 217- non shift	400	0

<sup>5</sup> Folsom- annual leave

<sup>6</sup> South Lake Tahoe- Battalion Chief- Shift Employees-Plus 11.2 hours longevity leave provided at Year 10 and 15; 16.8 hours provided at year 20; (not included)

<sup>7</sup> South Lake Tahoe- Unrepresented Safety Mngt- now have PTO

**Appendix B – Table 12  
Paid Leave- Fire Management**

Agency	Vacation Leave							Administrative/ Management/Additional Leave (number of hours per year)
	Year 1	Year 4	Year 7	Year 10	Year 16	Year 20	Vacation Max Accrual	
	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual		
North Lake Tahoe Fire Protection District	192- shift 120- non shift	192- shift 120- non shift	216- shift 160- non shift	240- shift 200- non shift	240- shift 200- non shift	288- shift 240- non shift	3x	0
North Tahoe Fire Protection District	144-shift 80-non shift	144-shift 80-non shift	216-shift 120-non shift	216-shift 120-non shift	360- shift 200- non shift	480- shift 240- non shift	960 hours	0
Northstar Community Services District <sup>8</sup>	96	120	120	160	200	200	2x	0
Sacramento Metro Fire District	144 - 216- shift (varies by class) 103- non shift	144 - 216- shift (varies by class) 103- non shift	216-shift 154- non shift	264-shift 189- non shift	288-shift 206 non shift	312-shift 223 non shift	551 hours- Bat Chief  20 months- Unrepresented- Safety Management.	Bat. Chief- 0 40- 112 hours depending upon hours per week and class)
South Placer Fire District	159-shift 114- non shift	159-shift 114- non shift	215-shift 154- non shift	215-shift 154- non shift	271-shift 194- non shift	271-shift 194- non shift	2x	96 hours
Squaw Valley Public District <sup>9</sup>	80	96	120	160	160	200	320	Hours worked in excess of 40 hours/week may be banked in the Administrative Leave
Tahoe Douglas Fire Protection District	144-shift 80-non shift	144-shift 80-non shift	168-shift 120-non shift	192-shift 120-non shift	264-shift 160-non shift	288-shift 160-non shift	96	0

<sup>8</sup> Northstar CSD- do not have Battalion Chief, Division Chief, or Assistant Chief- amount listed is for Fire Chief.

<sup>9</sup> Squaw Valley PSD-do not have Battalion Chief, Division Chief, or Assistant Chief- amount listed is for Fire Chief.

**Appendix B – Table 13**  
**Sick & Holiday – Fire Management**

<b>Survey Agency</b>	<b>Sick Leave</b>	<b>Max Sick Leave</b>	<b>Holiday Pay</b>
<b>Truckee Fire Protection District</b>	<b>288 hours- shift</b> <b>96 hours- admin</b>	<b>Unlimited</b>	<b>12 + 0 = 12 days</b>
City of Folsom	Included in Vacation	NA	6%- shift 12 + 1- non shift
City of South Lake Tahoe	208 hours- shift Inc- Unrepresented	1,120 hours NA	4.62%- shift 12 + 0 = 12 days- non shift
Cosumnes Community Services District	288 hours- Fire Management 12 days- Unrepresented	Unlimited Unlimited	96 hours- Fire Management Shift 13 + 0 = 13 = Fire Management- non shift 13 + 1 = 14 days- Unrepresented
El Dorado County Fire Protection District	120 hours 64.9 hours- non shift	Unlimited	Included in Vacation Now
El Dorado Hills Fire Protection District	192 hours- shift 17 days- non shift	Unlimited	120 hours- shift 12 + 0 = 12- non shift
Lake Valley Fire Protection District	161 hours- shift 14.3 days- non shift	1280 hours + 1x- shift 960 hours + 1x-non shift	13 + 0 = 13 days
North Lake Tahoe Fire Protection District	12 days- non shift 216 hours- shift	600 hours- non shift 1800 hours- shift	13 + 0 = 13 days- non shift 5%
North Tahoe Fire Protection District	288 hours 456/hours (Fire Chief) *when sick is taken it is at 3x the rate (for 40 hour staff)	Unlimited	12 + 2= non-shift 4.5%- shift
Northstar Community Services District	12 days	Unlimited	12 + 0 = 12 days
Sacramento Metro Fire District	264 hours- shift  Unrepresented. Management- Safety 95 hours (Year 0-5) (non- shift) 189 hours (Year 5+)( non- shift) 132 hours (years 0-5) shift) 264 hours (Years 5+)(shift)	Unlimited	144 hours- shift 103 hours- non shift
South Placer Fire District	120 hours- non shift 168 hours- shift	Unlimited	123 hours- shift 96 hours- non shift
Squaw Valley Public District	12 days	480 hours	11 + 0 = 11 days

**Appendix B – Table 13**  
**Sick & Holiday – Fire Management**

<b>Survey Agency</b>	<b>Sick Leave</b>	<b>Max Sick Leave</b>	<b>Holiday Pay</b>
Tahoe Douglas Fire Protection District	120 hours	1440 hours	12 + 0 = 12 days

**Appendix B – Table 14  
Paid Leave- General**

Agency	Vacation Leave							Administrative/ Management/Additional Leave (number of hours per year)
	Year 1	Year 4	Year 7	Year 10	Year 16	Year 20	Vacation Max Accrual	
	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual		
Truckee Fire Protection District	80	120	128	160	200	240	400	0
City of Folsom <sup>10</sup>	192	192	228	264	300	300	320	0
City of South Lake Tahoe	88	88	128	128	176	184	240	0
Cosumnes Community Services District	80	120	154	188	222	222	1.5x	0
El Dorado County Fire Protection District <sup>11</sup>	240	240	288	336	336	384	No max	0
El Dorado Hills Fire Protection District	120	120	152	192	208	224	280	0
Lake Valley Fire Protection District	114	114	130	163	181	217	400	0
North Lake Tahoe Fire Protection District	120	120	160	200	240	240	3x	0
North Tahoe Fire Protection District	80	80	120	120	200	240	960	0
Northstar Community Services District	NA- No matches							
Sacramento Metro Fire District <sup>12</sup>	228	228	276	288	336	360	20 months	0
South Placer Fire District	114	114	154	154	194	194	2x	0
Squaw Valley Public District	120	120	120	144	168	200	200	Hours worked in excess of 40 hours/week may be banked in the Administrative Leave account (exempt)
Tahoe Douglas Fire Protection District	80	80	120	120	160	160	96	0

<sup>10</sup> Folsom- annual leave

<sup>11</sup> El Dorado County Fire Protection District- annual leave

<sup>12</sup> Sac Metro- Holidays are included in vacation time



**Appendix B – Table 15  
Sick & Holiday – General**

<b>Survey Agency</b>	<b>Sick Leave</b>	<b>Max Sick Leave</b>	<b>Holiday Pay</b>
<b><i>Truckee Fire Protection District</i></b>	<b><i>12 days</i></b>	<b><i>Unlimited</i></b>	<b><i>12 + 0 = 12 days</i></b>
City of Folsom	Included in vacation	NA	12 + 1 = 13 days
City of South Lake Tahoe	12 days	520 hours	12 + 0 = 12 days
Cosumnes Community Services District	12 days	Unlimited	13 + 1 = 14 days
El Dorado County Fire Protection District	Included in vacation	NA	13 + 1 = 14 days
El Dorado Hills Fire Protection District	136 hours	Unlimited	12 + 0 = 12 days
Lake Valley Fire Protection District	14.3 days	960 hours + 1x accrual	13 + 0 = 13 days
North Lake Tahoe Fire Protection District	12 days	600 hours	13 + 0 = 13 days
North Tahoe Fire Protection District	288 hours *when sick is taken it is at 3x the rate	Unlimited	12 + 2 = 14 days
Northstar Community Services District	NA- No matches		
Sacramento Metro Fire District	189 hours	Unlimited	Included in Vacation
South Placer Fire District	120 hours	Unlimited	96 hours
Squaw Valley Public District	12 days	480 hours	11 + 0 = 11 days
Tahoe Douglas Fire Protection District	120 hours	1440 hours	12 + 0 = 12 days

**Appendix B – Table 16  
Paid Leave- Management (Misc.)**

Agency	Vacation Leave							Administrative/ Management/Additional Leave
	Year 1	Year 4	Year 7	Year 10	Year 16	Year 20	Vacation Max Accrual	(number of hours per year)
	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual		
Truckee Fire Protection District	80	120	128	160	200	240	400	0
City of Folsom <sup>13</sup>	288	288	288	288	288	288	320	80 hours
City of South Lake Tahoe <sup>14</sup>	224- Exec Mngt	264-Exec Mngt	272- Exec Mngt	304- Exec Mngt	304- Exec Mngt	304- Exec Mngt	880-Exec. Mngt	80 hours + 8 hours (EE appreciation)
	168- Mngt	208- Mngt	248- Mngt	256- Mngt	288- Mngt	288- Mngt	800- Mngt	
Cosumnes Community Services District	80	120	154	188	222	222	1.5x	40 (Exempt only)
El Dorado County Fire Protection District	NA- do not have Management Misc. classes							
El Dorado Hills Fire Protection District	120	120	152	192	208	224	280	80 hours
Lake Valley Fire Protection District	NA- do not have Management Misc. classes							
North Lake Tahoe Fire Protection District	120	120	160	200	240	240	3x	0
North Tahoe Fire Protection District	80	80	120	120	200	240	960	0
Northstar Community Services District	96	120	120	160	200	200	2x	0
Sacramento Metro Fire District <sup>15</sup>	228	228	276	288	336	360	20 months	40-80 hours (varies by class)

<sup>13</sup> Folsom- annual leave

<sup>14</sup> South Lake Tahoe- annual leave

<sup>15</sup> Sac Metro- Holidays are included in vacation time

**Appendix B – Table 16**  
**Paid Leave- Management (Misc.)**

Agency	Vacation Leave							Administrative/ Management/Additional Leave
	Year 1	Year 4	Year 7	Year 10	Year 16	Year 20	Vacation Max Accrual	(number of hours per year)
	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual	Annual Accrual		
South Placer Fire District	114	114	154	154	194	194	2x	96 hours
Squaw Valley Public District	120	120	120	144	168	200	200	Hours worked in excess of 40 hours/week may be banked in the Administrative Leave account (exempt)
Tahoe Douglas Fire Protection District	80	80	120	120	160	160	96	0

**Appendix B – Table 17**  
**Sick & Holiday –Management (Misc.)**

<b>Survey Agency</b>	<b>Sick Leave</b>	<b>Max Sick Leave</b>	<b>Holiday Pay</b>
<b>Truckee Fire Protection District</b>	<b>12 days</b>	<b>Unlimited</b>	<b>12 + 0 = 12 days</b>
City of Folsom	Included in Vacation	NA	12 + 1 = 13 days
City of South Lake Tahoe	Included in Vacation	NA	12 + 0 = 12 days
Cosumnes Community Services District	12 days	Unlimited	13 + 1 = 14 days
El Dorado County Fire Protection District	NA- do not have Management Misc. classes		
El Dorado Hills Fire Protection District	136 hours	Unlimited	12 + 0 = 12 days
Lake Valley Fire Protection District	NA- do not have Management Misc. classes		
North Lake Tahoe Fire Protection District	12 days	600 hours	13 + 0 = 13 days
North Tahoe Fire Protection District	288 hours *when sick is taken it is at 3x the rate	Unlimited	12 + 2 = 14
Northstar Community Services District	12 days	Unlimited	12 + 0 = 12 days
Sacramento Metro Fire District	189 hours	Unlimited	Included in Vacation
South Placer Fire District	120 hours	Unlimited	96 hours
Squaw Valley Public District	12 days	480 hours	11 + 0 = 11 days
Tahoe Douglas Fire Protection District	120 hours	1440 hours	12 + 0 = 12 days

# Truckee Fire Protection District

2018 Compensation Study

July 17, 2018

Board of Directors

# Agenda

- Key Objectives
- Survey Agencies
- Data Elements
- Survey Classes
- Methodology
- Findings

# Key Objectives

- Collect and analyze base salary and benefit data
- Calculate labor market median (mid-point)

# Survey Agencies

- City of Folsom
- City of South Lake Tahoe
- Cosumnes Community Services District
- El Dorado County Fire Protection District
- El Dorado Hills Fire Protection District
- Lake Valley Fire Protection District
- North Lake Tahoe Fire Protection District
- North Tahoe Fire Protection District
- Northstar Community Services District
- Sac Metro Fire Department
- South Placer Fire
- Squaw Valley Public Service District
- Tahoe Douglas Fire Protection District



# Data Elements

- Data Included in Datasheets
  - Base Salary
  - Employee's share of retirement paid by employer (CalPERS Classic)
  - Deferred compensation contribution
  - Longevity pay at year 10
  - Education/certification pay
  - Uniform allowance
  - Paid insurances (health, dental, vision, life, long term disability)
  - Social Security
  - Retiree Health Savings
  - Employee share of employer retirement cost

# Data Elements

- Data Included in Summary Tables
  - Date and amount of next cost of living increase
  - Retirement Practices (employer contribution, plan, benefit, formula)
  - Retiree Health Contribution
  - Assignment Pay
  - Out of Class Pay
  - Tuition Reimbursement/Training Pay
  - Overtime/Compensatory Time
  - Military Time Off
  - Paid Leave (vacation, sick, holiday, administrative/management)

# Survey Classes

- Administrative Assistant I
- Administrative Assistant II
- Administrative Director
- Battalion Chief
- Director of Finance
- Division Chief
- Fire Captain/Paramedic
- Fire Chief
- Fire Prevention Specialist I
- Fire Prevention Specialist II
- Firefighter/Paramedic (Engineer level)
- Fleet/Facilities Manager

# Methodology

- Collected job descriptions and budget documents to confirm comparability
- Analyzed salary and benefit data
- Reviewed with District

Findings				
Class Title	% Above or Below for Base Salary	% Above or Below for Total Cash	% Above or Below for Total Compensation	
Administrative Assistant I	---	---	---	
Administrative Assistant II	19.96%	14.30%	15.85%	
Administrative Director	-0.40%	-5.03%	-2.05%	
Battalion Chief	-8.98%	-17.81%	-5.48%	
Director of Finance	-24.42%	-28.96%	-17.64%	
Division Chief	3.14%	-0.42%	4.65%	
Fire Captain/Paramedic	6.20%	-5.44%	-0.99%	
Fire Chief	-3.69%	-11.59%	-4.42%	
Fire Prevention Specialist I	30.21%	17.22%	14.64%	
Fire Prevention Specialist II	14.44%	3.01%	9.78%	
Firefighter/Paramedic (Engineer level)	2.80%	-12.70%	-2.66%	
Fleet/Facilities Manager	-3.48%	-2.74%	2.16%	9

# Findings

- Retirement Practices (Safety)
  - District
    - 3% @ 55
    - Single Highest Year
  - Market
    - 3% @ 55 (7)
    - 2% @ 50 (2)
    - 3% @ 50 (2)
    - 2.5% @ 65 (2)
    - Single Highest Year (6)
    - Highest 3 Year Average (4)
    - Final 3 Years (2)
    - Final Year (1)

# Findings

- Retirement Practices (Miscellaneous)
  - District
    - 2.7% @ 55
    - Single Highest Year
  - Market
    - 2% @ 55 (5)
    - 2.7% @ 55 (4)
    - 3% @ 60 (2)
    - 2.25% @ 65 (2)
    - Single Highest Year (6)
    - Highest 3 Year Average (5)
    - Final Year (1)
    - Final 3 Years (1)

- Retiree Medical Benefits
  - District
    - PEMHCA minimum contribution (latest tier) plus \$150 per month towards a Retiree Health Savings Account
  - Market
    - 1 agency contributes to Retiree Health Savings Plan
    - 11 contribute to retiree health
      - 3 have a vesting schedule where contribution is based on years of service
      - 4 contribute a set amount
      - 4 contribute the PEMHCA minimum