



CITY OF LAS VEGAS, NEVADA

IAFF Compensation and Benefits – 2024

COMPENSATION

- Negotiated as part of the collective bargaining process.
- Step (Merit) Increase – typically awarded on the anniversary date of hire, up to range maximum
- Number of Steps:
 - Tier 1 – 10 steps
 - Tier 2 – 10 steps

BENEFITS

Uniform Allowance

- The City initially provides employees with uniforms. Thereafter, quarterly uniform maintenance allowance is currently \$450.

Tool/Equipment Allowance

- City provides required tools, equipment and personal protective equipment.

Retirement (PERS)

- Eligible employees participate in the Public Employees' Retirement System of Nevada (PERS). PERS, a statewide defined benefit plan, calculates retirement benefits based on 2.5 percent (current percentage for employees hired 1/1/10 and after) for each year of service, applied to the employee's highest consecutive 36-month average salary. PERS also requires that employees share 50 percent of the PERS contribution, which is implemented by reducing the City's salary ranges. The highest consecutive 36-month average salary is increased commensurate with the salary range reductions required by PERS.

Deferred Compensation

- The city offers a 457(b) Plan which is a government deferred compensation plan similar to a 401(k) plan. It offers both pre-tax and after-tax savings and investment options.

Medical, Dental and Vision Insurance

- Health insurance is currently provided by Las Vegas Firefighters Health & Welfare Trust. The City makes a contribution per employee per pay period to the health and welfare trust. Insurance start dates and premium rates are determined by the trust.

Voluntary Life Insurance and AD&D Insurance: Available for purchase

Shift Differential: Available for some classifications

Tuition Reimbursement

Employee Assistance Program

VACATION (Hours/Year, for 56-hour personnel)

- **Year 1:** 120 hours
- **Years 2-4:** 192 hours
- **Years 5-10:** 264 hours
- **Years 11-15:** 288 hours
- **Year 16 and over:** 312 hours
- **Maximum accrual:** 2 times accrual rate if hired after 7/1/13
- **Sell-back:** Up to 10 shifts each year

HOLIDAYS

- City provides 12 paid holidays plus a birthday holiday.

SICK LEAVE (for 56-hour personnel)

- **Sick Leave:** 288 hours per year
- **Maximum Accrual:** 1920 hours, if hired after 07/01/2013
- **Sick Leave Bonus:** Negotiated sick leave bonus available
- **Payout at Separation:** see contract