

Rio Verde Fire District Organizational Orientation



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Welcome

Cell phones to quiet
Get up and move around
Open discussion



Agenda

- Why are we having this meeting
- Leader's Intent/Expectations
- About the Rio Verde Fire District
- Members Perspective
- Pay/Benefits Detail
- Questions



Why are we having this meeting?

- Identify perspective candidates
- Establish expectations
- Inform about the Rio Verde Fire District
- Answer any questions



“ to consistently provide the highest level of internal and external customer service”

Leaders Intent

RVFD Accountability Model

- Establish expectations
- Train to those expectations
- Monitor performance
- Manage accountability



Leader's Intent

Values

- Hard work and dedication
- Ownership
- Unmatched service
- Professionalism
- High standards
- Organizational/personal pride
- Organizational/community trust
- Indistinguishable membership



Leader's Intent

Culture

- Safety
- Dedication
- Service
- Caring
- Total wellness
- Selflessness
- Firefighter growth and development
- Diversity and inclusion



About the RVFD

Fire District Growth

- 10 years Ago
- 5 Years Ago
- 2 years Ago
- Today
- Tomorrow
- 5 years from now
- 10 Years from now



About the RVFD

Automatic Aid Fire District

- Mutual Aid
- Automatic Aid – December 2022
- 23 Fire Departments/Districts
- Standard Deployment
- Communication system
- Training
- Staffing



About the RVFD

Opportunity

- Automatic Aid
- Fire station 442
- Special Operations
- Grant Programs
- 6 Full-time Firefighters
- Commercial property
- Residential property



RVFD Member Perspective

- FF Nicki Gatlin
- FF Franco Orozco



Additional Information

- Pay and benefits
- Application process



Current Pay Scale

Rio Verde Fire District Regular Pay Plan Ranges/Steps							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Firefighter	\$52,532.58	\$55,159.21	\$57,917.17	\$60,813.03	\$63,853.68	\$67,046.36	\$70,398.68
Engineer	\$57,917.17	\$60,813.03	\$63,853.68	\$67,046.36	\$70,398.68	\$73,918.62	\$77,614.55
Captain			\$73,918.62	\$77,614.55	\$81,495.27	\$85,570.04	\$89,848.54
Rio Verde Fire District Paramedic/Fire Marshal Pay Plan Ranges/Steps							
	Step 1	Step 2	Step 3*	*Calculated at 15% of Fire Engineer Step 4			
	\$ 7,266.15	\$ 8,548.41	\$ 10,056.95				
Rio Verde Fire District Inspector Pay Plan Ranges/Steps							
	Step 1*	Step 2**	*Calculated at 5% of Firefighter Step 1				
	\$ 2,626.63	\$ 5,253.26	**Calculated at 10% of Firefighter Step 1				
Rio Verde Fire District Executive Open Pay Plan							
	Low	High					
Deputy Chief	\$100,903	\$118,793					
Fire Chief	\$118,708	\$160,409					
Administrative Manager	\$55,550	\$75,540					
Fire Marshal	\$87,030	\$115,255					
Admin Assistant (FT)	\$18	\$21					

Health Insurance



- \$0 cost to you
- General Medical
- Mental Health
- Dermatology
- 2nd opinion
- In app / over phone



- 2 plan choices – both PPO
 - Reg - \$1,500 deductible
 - High - \$4,500 deductible
- Premiums
 - Age based
 - Pre-tax
 - 80% on employees
 - 53% on spouse / children



Dental / Vision Insurance



- Preventative 100%
- Basic 90%
- Major 60%
- Max \$1,500 per year
- Bi-monthly cost
 - Employee \$5
 - Emp + Spouse \$18
 - Emp + Children \$21
 - Emp + Family \$37



- In-Network
 - Exam \$10 copay
 - Lenses \$25 copay
 - Frames/Contacts - \$140 allowance
- Bi-monthly cost
 - Employee \$1
 - Emp + Spouse \$2
 - Emp + Children \$3
 - Emp + Family \$5



Disability / Life Insurance



- Short-term Disability
 - Covers 60% of pay after 30 day waiting period
- Long-term Disability
 - Covers 60% of pay after 90 day waiting period
- Monthly cost 1.7% of pay
 - If you don't take Health Insurance, we cover your STD/LTD premiums



- Life and AD&D
 - Firefighters = \$75,000
 - If enrolled
 - Spouse \$5,000
 - Children \$2,000
- \$0 cost to you



Retirement



Public Safety Personnel
Retirement System



- Current members
 - Tier 1
 - Tier 2
 - Tier 3
- New Members
 - Tier 3 plan choices
 - DB / DC “Hybrid”
 - Defined Contribution
 - 90 days to decide
- 401(a)
 - If Tier 2 or Tier 3 PSPRS automatically enrolled
 - Employer match – amount depends on plan selected
- 457(b)
 - Anyone can contribute
 - Tier 1 PSPRS – Employer match up to 2%



Other



Tuition Reimbursement

- Sick Leave
 - Start at 90 days (prorated)
 - 144 hours per year
 - Bank up to 720 hours
- Vacation Time
 - Start at 6 months (prorated)
 - 6 mos – 1 year = 48 hours
 - 1 – 5 years = 120 hours
 - 5 – 10 years = 168 hours
 - 10+ years = 216 hours
- Directly job-related
- Required for job-related degree
- Preparing for another position
- Must be pre-approved
- Limits
 - \$3,000 per person
 - Total cannot exceed budget
 - School must be accredited





- App deadline
- Email next week
- Interview
- Job offer
- Drug screen
- Background
- Physical
- Regional Academy



Questions & Discussion

“Our customers are not an interruption in our work...THEY ARE OUR WORK”





THE END