



## TOWN OF TRUCKEE MID MANAGERS ASSOCIATION BENEFITS

### **Vacation Leave Accrual:**

- 0-4 Years of Service – 10 days
- 5-11 Years of Service – 15 days
- After 12 years of service – 20 days
- 240 hour cap

### **Sick Leave Accrual:**

- 8 hours per month, 1,000 hour cap

### **Paid Holidays (complete list following):**

- 13 paid holidays, plus 8 hours of floating holiday and 8 hours of alternative schedule offset hours to be used as vacation hours

### **Administrative Leave:**

- 80 hours of paid Administrative Leave each fiscal year

### **Retirement Plan:**

- CalPERS (formula based on CalPERS membership date)
- 2.0% @ 62 Miscellaneous Employees
- 2.5% @ 55 for "Classic" PERS members w/o break in service of 6 months or more

### **Health Insurance: CalPERS Health Insurance**

- Various plans offered
- Employee contribution varies by plan choice

### **Dental & Vision Insurance:**

- Employee contribution varies by plan choice

### **Group Life Insurance:**

- \$50,000 Term Life/AD&D insurance policy, Town paid

### **Short & Long Term Disability:**

- Employee paid premium – Provides weekly benefit for non-work related illness/injury

### **Voluntary Life Insurance (Optional):**

- Employee pays premium based on selected coverage

### **Supplemental Benefit Plans (Optional):**

- AFLAC - Employee pays premium based on enrollment from a supplemental benefit plan selection

### **Flexible Spending Accounts (Optional):**

- Medical and Dependent Care plans available

### **457 Plan (Optional):**

- Nationwide Retirement Solutions or CalPERS 457 Plan
- Town matches up to \$2,000/year into 457 Plan

### **Retirement Health Savings Account:**

- 2% of base pay contributed to an RHS account by the Town

### **Additional Benefits per MOU:**

Bilingual Stipend of \$150/month for qualified employees  
Education Reimbursement (up to \$3,000/year)  
Boot Allowance (\$400/ every other year for eligible employees)

### **Additional Benefits per MOU (Lieutenants Only):**

POST Pay for Supervisory (5.0%) or Management (10%) Certificates  
Uniforms, uniform cleaning, and safety equipment  
Uniform allowance (\$500/year after completing 1<sup>st</sup> year)  
PORAC Legal Defense Fund Coverage and Membership paid by Town  
PORAC Long/Short Term Disability coverage



**Complete List of Town Paid Holidays**

New Years Day – January 1

Marin Luther King Jr. Day – 3<sup>rd</sup> Monday in January

Presidents Day – 3<sup>rd</sup> Monday in February

Memorial Day – Last Monday in May

Juneteenth – June 19

Independence Day – July 4<sup>th</sup>

Labor Day – 1<sup>st</sup> Monday in September

Indigenous People's Day – 2<sup>nd</sup> Monday in October

Veteran's Day – November 11<sup>th</sup>

Thanksgiving – 4<sup>th</sup> Thursday and Friday in November

Christmas – December 24<sup>th</sup> and 25<sup>th</sup>