

**Town of Truckee
And The
Truckee Police Officers Association**

**SIDE LETTER
HOLIDAY COMPENSATION**

Pursuant to the CalPERS Holiday Circular No. 200-037-24, Special Compensation, the parties to this side letter agree to the following amendment to the current Memorandum of Understanding between the Town of Truckee and the Truckee Police Officers Association. The current holidays language of Article 9 noted in I shall be replaced by the new holiday in lieu language noted in II below.

I

ARTICLE 9 - HOLIDAYS:

~~Employees shall be entitled to the paid holidays specified in the Town's Personnel Rules. The Town and Association agree that for the life of this agreement or until mutually modified, holiday time, with the exception of the one "personal" holiday, called a floating holiday, will be accrued in each employee's bank when the holiday occurs. This accrual will be at time and one-half (1 1/2). This will result in an employee who works the entire 12-month period accruing 156 hours in their holiday bank, pending approval of a side letter amending the Personnel Rules by all three employee bargaining groups and the Town Council. The accrual period will run through November 30. During the first pay period of December, the employee will be paid for all accrued holiday time, however, the employee, at their discretion, may request to not be paid for 40 hours or less of accrued time. The employee will then be eligible to use no more than 40 hours of accrued holiday time over the next twelve months as paid time off. Such paid time off must be requested by the employee and approved in accordance with the Public Safety Department's policies and procedures for paid time off.~~

~~The one floating holiday will be added to the employee's vacation bank at straight time in accordance with the Town's practices and procedures.~~

II

ARTICLE 9 - HOLIDAY IN LIEU PAY

The Town has authorized and observes the following holidays, pursuant to the Town's Personnel Rules: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous Peoples' Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, and Christmas day.

In lieu of all holidays authorized or observed by the Town, employees shall receive holiday-in-lieu pay as follows: Holiday-in-lieu pay shall be paid in equal amounts each pay period. The

amount of such pay shall be eight percent (8.0%) of the employee's base hourly pay, in effect during the pay period. The holiday-in-lieu pay will be calculated on employee hours worked starting May 25, 2025. Holiday-in-lieu is additional compensation for employees who are normally required to work on an employer approved holiday because they work in positions that require staffing without regard to holidays.

Employees shall be entitled to one floating holiday each year that will be added to the employee's vacation bank at straight time on July 1 in accordance with the Town's Personnel Rules.

Any police holiday accrued from December 8, 2024 through May 24, 2025, in employees' accrual banks shall be paid out on the May 30, 2025 pay date at the employee's then hourly rate. Any police holiday available taken in the employees' accrual banks that is unused as of December 6, 2025, shall be paid out on the December 12, 2025 pay date at the employees' then hourly rate. Payouts of police holiday available taken have not been and will not be reported to CalPERS as special compensation earnable.

TENTATIVE AGREEMENT

For the Town:

Jack Hughes
Jack Hughes, Representative

Nicole Casey
Nicole Casey, Admin Director

For the Association:

Larry Menth
Larry Menth, Representative

Brandon Mosher
Brandon Mosher, President

Certificate Of Completion

Envelope Id: BA19EB09-9467-4D6B-9C87-C08561FC8C98

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Envelope Originator:

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Kelly Carpenter

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Truckee, CA 96161

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Jack Hughes

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Jack Hughes

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Larry Menth

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Security Level: Email, Account Authentication
(None)

Larry Menth

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Security Level: Email, Account Authentication
(None)

Brandon Mosher

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Nicole Casey

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Nicole Casey

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In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	3/31/2025 11:50:14 AM
Certified Delivered	Security Checked	4/1/2025 4:33:03 PM
Signing Complete	Security Checked	4/1/2025 4:33:12 PM
Completed	Security Checked	4/1/2025 4:33:12 PM
Payment Events	Status	Timestamps
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To contact us by email send messages to: sring@townoftruckee.com

To advise Town of Truckee of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at lbaumgartner@townoftruckee.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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