

Town Council

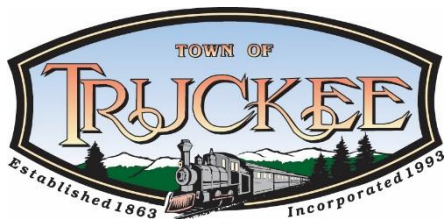
Lindsay Romack, Mayor

David Polivy, Vice Mayor

Anna Klovstad, Council Member

Jan Zabriskie, Council Member

Courtney Henderson, Council Member



Department Heads

Jen Callaway, Town Manager

Andy Morris, Town Attorney

Danny Renfrow, Chief of Police

Daniel Wilkins, Public Works Director/Town Engineer

Denyelle Nishimori, Community Development Director

Nicole Casey, Administrative Services Director

Kelly Carpenter, Town Clerk

Hilary Hobbs, Assistant to the Town Manager

Wednesday, November 15, 2023

Deverie Acuff, Chantal Birnberg, and Riley Morrison
Truckee Mid-Management Employees Group

Re: Adding Short-term Disability Insurance and Adjustment of Vision Fixed Rates

To the Truckee Mid-Management Employees Group:

This side letter memorializes changes to the Mid-Management Employees Group Memoranda of Understanding (MOU) including changes in the side letter dated May 15, 2023. These changes are in relation to the addition of employee funded short-term disability insurance and to a modification of the Town's fixed rates for vision insurance.

The language listed in **blue** is the language that will be changed or added into the MOU. The remainder is to provide context and for information purposes only.

Short-term Disability Insurance -

Article 15 – *Disability Insurance* will be amended as follows:

All regular full-time employees will participate in and authorize a payroll deduction for a long-term disability premium **and a short-term disability premium. In the event the weekly maximum benefit available under short-term disability available is decreasing from the lesser of 60% of the employee's wages or \$2,500, the Town agrees to meet and confer regarding employee-funded short-term disability.** The Town agrees to incur the administrative costs resulting from the deductions and reporting requirements.

~~By July 1, 2023, the Town agrees to research and present to the Group available options for employee-paid short-term disability insurance.~~

Vision Insurance Fixed Rates –

The following language shall be added to Article 21 – *Health, Dental, and Vision Insurance Benefits* as follows:

For the plan year beginning January 1, 2024, the Town will pay the following monthly fixed rate contributions towards employee and dependent vision health care premiums:

Coverage	Town Contribution - Vision
Employee Only	\$18.20
Employee + Spouse	\$18.20
Employee + Children	\$25.50
Employee + Family	\$25.50

All other provisions of the existing MM MOU remain unchanged. If this side letter accurately delineates our agreement, please indicate your agreement by signing below. These changes have already been presented to Council for final approval.

Signatures:

X

Chantal Birnberg
Mid-Management Employees Group

X

Deverie Acuff
Mid-Management Employees Group

X

Riley Morrison
Mid-Management Employees Group

X

Nicole Casey
Administrative Services Director

X

Jen Callaway
Town Manager