

**Appendix C- Table 1
COLA Information**

Agency	Date of Next COLA	Amount of Next COLA	How COLA determined
<i>Truckee-Tahoe Airport District</i>	<i>Considered Annually</i>	<i>NA</i>	<i>Last COLA was based on CPI</i>
Aspen Airport			Don't offer COLAs
Big Bear Airport			Don't offer COLAs
Centennial Airport			Don't offer COLAs
Friedman Memorial Airport-Sun Valley			Did Not Respond
Monterey Peninsula Airport District	None Scheduled	NA	Negotiated for Represented Group Unrepresented- DNA
North Tahoe Public Utility District	7/2017	TBD (0% - 2%)	<p>Beginning the first full pay period in July 2015, July 2016, and July 2017, there will be an annual salary increase of the base wage rates for the classifications set forth in the MOU between 0% - 2% as determined by a calculation of the average of the Western States CPI, All Urban Consumers for the year ending May data according to the following schedule-</p> <p>CPI Increase Over Prior Year/ Salary schedule Increase Due to CPI 0-2% = actual CPI between 0% and 2% Above 2% = 2%</p> <p>(Additional base wages are also increasing each year (3% in Year 1, 2.5% in Year 2 and 1.5% - 2.5% in Year 3) of contract to match an equal increase in the employee contribution to CalPERS – goal is to have employee’s paying 100% of employee share by January 1, 2018. For those in General Unit- In recognition of a disparity in salary as compared to comparable jurisdictions, the District agrees to increase the salary range at 1% per year beginning the first full pay period in July 2015, July 2016, and July 2017 for the following classifications- Equipment Operator I/II, Maintenance Technician I/II, Fleet Coordinator/Equipment Mechanic and Contracts and Planning Coordinator).</p>
Northstar Community	7/2017	TBD (1.5% - 4.5%)	The average of the two annual Department of Labor Urban Wage Earners and Clerical Workers Consumer Price Indices (US City

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Services District			Average and San Francisco-Oakland-San Jose) for April to April shall be calculated and paid as a variable Cost-of-Living-Adjustment (COLA) effective July 1 for each year. There is a minimum 1.5% increase and a maximum of 4.5%.
Northstar Ski Resort	Did Not Respond		
Reno-Tahoe Airport Authority	7/2017	TBD	Based on CPI- Western Rural (typically every July)- not really considered a COLA just an increase to the minimum and/or maximum range)
Squaw Valley Ski Corporation	Don't offer COLAs		
Tahoe City Public Utility District	1/2017	TBD- CPI based	<p>Various increases and/or other changes occur effective January 1, 2015, January 1, 2016, January 1, 2017, January 1, 2018 and January 1, 2019 as follows: 1. Effective each January the following events relative to payment of salary will occur:</p> <p>A Cost of Living Adjustment (COLA) will be applied to base wage and salary range using the average of the two following Consumer Price Indices (CPI): CPI for Urban Wage Earners and Clerical Workers (CPI-W) for San Francisco-Oakland-San Jose, CA and CPI-W for U.S. City Average All Items. Averages will be based on August to August percent change.</p> <p>For 2015 a 3% COLA will be applied to base salary and salary ranges. For 2016, a 1.1% COLA was applied.</p> <p>If the COLA is less than 0.00%, no change will be applied.</p> <p>Employees with a less than satisfactory performance appraisal at last review and who are on month-to-month performance review status will not receive the COLA increase until the review results in a satisfactory rating. At that time, he/she will receive the increase retroactively.</p>
Tahoe-Truckee Sanitation Agency	7/2017	TBD	Based on the California Index
Town of Truckee	7/2017	CPI (1% - 2.5%)	General- beginning in the first full pay period of July 2015 for Fiscal Year 2015/2016 and during each successive July during the term of this agreement, (expires 6/2018), a COLA equivalent to the percent increase in the CPI for the period February of the prior year

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			<p>through February of the current year, as published by the Bureau of Labor Statistics (San Francisco-Oakland-San Jose, CA. all urban consumers Bi-Monthly report) not to be less than 1% or more than 2.5%, shall be applied to employee wages as of June 30th as well as the pay ranges. If the CPI index described exceeds 4% for any fiscal year, the Town and the membership will meet to determine if any adjustment can be made to the COLA for the following fiscal year.</p> <p>Mid-Management- beginning in the first full pay period of July 2015 for Fiscal Year 2015/2016 and during each successive July during the term of this agreement, (expires 6/2018), a COLA equivalent to the percent increase in the CPI for the period February of the prior year through February of the current year, as published by the Bureau of Labor Statistics (San Francisco-Oakland-San Jose, CA. all urban consumers Bi-Monthly report) not to be less than 1% or more than 2.5%, shall be applied to employee wages as of June 30th as well as the pay ranges.</p>
Truckee Donner Public Utility District	1/2017- Represented 1/2017- Unrepresented	3%- Represented TBD- CPI-Unrepresented	<p align="center">Represented Employees Amounts negotiated</p> <p align="center">Management Employees The management group will receive wage increases based on October CPI-W for January 2017, 2018, 2019. There is a floor of 0%.</p>
Truckee Sanitary District	6/2017	TBD	<p>The Truckee Sanitary District Board of Directors looks at a COLA every year as part of the budget process. They are not tied to any specific CPI. The decision is made by motion order by our board based on a review of CPI information as well as COLA information gathered from other agencies.</p>

**Appendix C - Table 2
Retirement Practices
(PERS Agencies-New Classic Members)**

Survey Agency	Retirement Plan	Retirement Benefit (for Defined Benefit Plans)	Retirement Formula	Employer's PERS Rate (15/16)
<i>Truckee-Tahoe Airport District</i>	<i>CalPERS</i>	<i>2% @ 60</i>	<i>H3Y</i>	<i>7.159%</i>
Aspen Airport	NA-Defined Contribution Plan (ER contributes 13% towards 401a)			
Big Bear Airport	CalPERS	2% @ 55	SHY	11.448%
Centennial Airport	NA- Defined Contribution Plan (ER contributes up to 7% match)			
Friedman Memorial Airport-Sun Valley	Did Not Respond			
Monterey Peninsula Airport District	CalPERS	2% @ 55	H3Y	8.880%
North Tahoe Public Utility District	CalPERS	2% @ 55	H3Y	8.377%
Northstar Community Services District	CalPERS	2.7% @ 55	SHY	12.777%
Northstar Ski Resort	Did Not Respond			
Reno-Tahoe Airport Authority	Nevada PERS	2.25% for each year Age of retirement is based on years of service 5 Years = 65 10 Years = 62 30 Years = 55 33 1/3 Years = Any Age	H3Y	14%
Squaw Valley Ski Corporation	NA- No Employer contribution toward defined contribution plan.			
Tahoe City Public Utility District	CalPERS	2.7% @ 55	SHY	11.634%
Tahoe-Truckee Sanitation Agency	CalPERS	2.7% @ 55	H3Y	12.252%
Town of Truckee	CalPERS	2.5% @ 55	H3Y	10.236%
Truckee Donner Public Utility District	CalPERS	2.7% @ 55	H3Y	11.008%
Truckee Sanitary District	CalPERS	2.7% @ 55	H3Y	11.008%

**Appendix C - Table 3
Vehicle Allowance**

Agency	Vehicle Allowance-Monthly Amount
Truckee-Tahoe Airport District	General Manager - \$500
Aspen Airport	None
Big Bear Airport	None
Centennial Airport	None
Friedman Memorial Airport-Sun Valley	Did Not Respond
Monterey Peninsula Airport District	Executive Director/General Manager- \$650 Deputy General Manager- \$350
North Tahoe Public Utility District	General Manager-\$500 Chief Financial Officer - \$400 Management/Mid Management/Confidential- \$400 or can use company vehicle
Northstar Community Services District	General Manager- \$700
Northstar Ski Resort	Did Not Respond
Reno-Tahoe Airport Authority	Chief Executive Officer- \$600 Chief Operating Officer and various Vice Presidents- \$400
Squaw Valley Ski Corporation	Certain positions- Amount- DNA
Tahoe City Public Utility District	General Manager- \$502
Tahoe-Truckee Sanitation Agency	General Manager- \$500
Town of Truckee	Town Manager- \$827 City Clerk- \$267
Truckee Donner Public Utility District	None
Truckee Sanitary District	General Manager- \$600 Other classes may be provided a vehicle

**Appendix C – Table 4
Education/Certification and Education Reimbursement**

Agency	Education/Certification Pay (for degrees/certifications beyond what is required)	Education Reimbursement- Annual
Truckee-Tahoe Airport District	Only in limited situations	\$3,000/year
Aspen Airport	None	\$5,250/year
Big Bear Airport	None	Approximately \$800/year (\$4,000/year is total budget for all 5 employees)
Centennial Airport	None	\$1,200/year
Friedman Memorial Airport-Sun Valley	Did Not Respond	
Monterey Peninsula Airport District	None	\$5,250/year
North Tahoe Public Utility District	<p align="center">General Unit Max is 10%</p> <p align="center">(certain classes are eligible for the following)</p> <ul style="list-style-type: none"> <li align="center">1%- Notary License <li align="center">1.5 %- Completion of 3- unit course <li align="center">1.5% for each- Course in Accounting, Contracts, Economics, Ethics, Finance, Law, Personnel, Purchasing and Transportation <li align="center">2%- Forklift Operators License <li align="center">\$100/biweekly- PE (Engineer series- if not required <li align="center">2.5%- Class B <li align="center">5%- Class A <li align="center">1%- Specialized Welding <li align="center">1.5%- Basic Welding <li align="center">1.5%- Sprinkler/Irrigation Certificate <li align="center">2%0 Certified Pesticide Applicator <li align="center">1%- ASE certification <p align="center">Agency also has incentive pay for other classes (not Airport related)- Water Treatment, Collection System Maintenance,</p>	No set max- must be approved by General Manager.

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Education/Certification and Education Reimbursement**

Agency	Education/Certification Pay (for degrees/certifications beyond what is required)	Education Reimbursement- Annual
	Mechanical Technologist, Backflow Prevention Assembly Testing, Cross Connection Control Specialist, ICBO, Playground Inspection, Arborist, Plant Maintenance, Electrical/Instrumentation, Water Distribution, Meeting Planning, Wedding Consultant, AutoCAD, GIS and ERSI related certificates – varies by class and level- up to a max of 10% Management, Mid Management, Confidential- None	
Northstar Community Services District	None	No set max- must be approved by General Manager.
Northstar Ski Resort	Did Not Respond	
Reno-Tahoe Airport Authority	None	\$1,500/year
Squaw Valley Ski Corporation	None	None
Tahoe City Public Utility District	None	No set max- must be approved by General Manager.
Tahoe-Truckee Sanitation Agency	Only for Water Related certifications and it is a 1x payment.	\$400/year
Town of Truckee	None	General- \$0 Mid Management- \$2,500/year Dept. Heads- could be negotiated with contract- none have it at this time.
Truckee Donner Public Utility District	Only for Water Related certifications.	No set max- must be approved by General Manager.
Truckee Sanitary District	1x payments Commercial Driver’s License0 \$200 Professional Certification- \$300 AA-\$500 BA- \$750 Graduate Degree- \$1,000	No set max- must be approved by General Manager

**Appendix C – Table 5
Retiree Health Benefits**

Agency	Retiree Health Savings Account	Retiree	Retiree + 1	Retiree + 2	Vesting
<i>Truckee-Tahoe Airport District</i>	\$0	\$0	\$0	\$0	NA
Aspen Airport	\$0	\$0	\$0	\$0	NA
Big Bear Airport	\$0	\$338	\$676	\$832	5 years
Centennial Airport	\$0	\$0	\$0	\$0	NA
Friedman Memorial Airport-Sun Valley	Did Not Respond				
Monterey Peninsula Airport District	\$0	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	10 years with District, 5 years with PERS
North Tahoe Public Utility District	\$0	\$0	\$0	\$0	NA
Northstar Community Services District	\$0	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	10 years with District, 5 years with PERS
Northstar Ski Resort	Did Not Respond				
Reno-Tahoe Airport Authority	\$0	\$0	\$0	\$0	NA
Squaw Valley Ski Corporation	\$0	\$0	\$0	\$0	NA
Tahoe City Public Utility District	\$0	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	10 years with District, 5 years with PERS
Tahoe-Truckee Sanitation Agency	\$0	\$889	\$1772	\$1796	5 years

**Appendix C – Table 5
Retiree Health Benefits**

Agency	Retiree Health Savings Account	Retiree	Retiree + 1	Retiree + 2	Vesting
Town of Truckee	1%- Dept. Heads \$0- all others	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	10 years with District, 5 years with PERS
Truckee Donner Public Utility District	\$0	10 years= 50%, plus 5% increase for each year to a max of 100% with 20 years with a cap of Individual only- \$475 Spouse only- \$475 Child(ren) only- \$475 Medicare Rate- \$375	10 years= 50%, plus 5% increase for each year to a max of 100% with 20 years with a cap of Spouse & child(ren) - \$725 Medicare Rate- \$375	10 years= 50%, plus 5% increase for each year to a max of 100% with 20 years with a cap of Spouse & child(ren) - \$725 Medicare Rate- \$375	10 years
Truckee Sanitary District	\$0	10 years= 50%, plus 5% increase for each year, to a max of 100% with 20 years	10 years= 50%, plus 5% increase for each year, to a max of 100% with 20 years	10 years= 50%, plus 5% increase for each year, to a max of 100% with 20 years	10 years

**Appendix C - Table 6
Pay Plan Information**

Agency	% Spread of Ranges	COLA Increases- does just the range move, just the employee, or both?	Merit Increases- how does employee move through range?
Truckee-Tahoe Airport District	30% mgmt 15% (Step 1 to 7 plus 13.6% from 7 to max) staff	Both the range and the incumbent's salary increase.	Performance Based On average, 1% - 3% based on merit. Additionally, for those on a step system, there is an additional step for performance.
Aspen Airport	45%	Does not offer COLAs	<p align="center">Performance Based</p> <p>Minimum, mid-point and max salary. Agency is in process of conducting class/pay plan so policies may change.</p> <p>In January, a 2% increase was provided. In July employees were eligible to receive a 1x bonus of up to 2% (based on performance). Every January performance reviews are conducted and employees move up in range based on performance. There are no step increases for airport staff. In January of 2017, they are targeting for a 5% increase based on performance. If structure were to be increased, only structure would move, not the employee.</p>
Big Bear Airport	54% for GM 28% - 38% for staff (not consistent)	Does not offer COLAs	<p align="center">Performance Based</p> <p>Have a minimum and maximum range. Employees move up in range based on performance evaluation (up to 8%) no steps.</p>
Centennial Airport	80% for management 70% for staff	Does not offer COLAs	<p align="center">Performance Based</p> <p>Agency has a minimum, mid-point and maximum range. No steps. Performance reviews are usually conducted in the month of November each year with recommended payroll increases effective with the 1st payroll in the upcoming new year. Annual bonus awards may be provided in December or special bonus awards whenever recommended. Every 5 years' agency conducts a full scale compensation survey and makes appropriate changes, if indicated to the salary ranges. We spot check on selected positions every 2 to 3 years.</p>
Friedman Memorial Airport-Sun Valley	Did Not Respond		

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Agency	% Spread of Ranges	COLA Increases- does just the range move, just the employee, or both?	Merit Increases- how does employee move through range?
Monterey Peninsula Airport District	12.5% GM 32% Mgmt 38% - 71% staff	Just the range moves.	<p align="center">Performance Based</p> <p>We will endeavor to conduct an appraisal of your performance on or about the completion of your introductory period (1 year) and written appraisals annually on your anniversary hire date.</p> <p>Performance appraisals may also be conducted at other times during your employment at MPAD. Generally, step increases within each job classification are based on satisfactory annual anniversary performance appraisals.</p>
North Tahoe Public Utility District	21.5% all	Just the range moves.	<p align="center">Performance Based</p> <p align="center">Agency has 5 step salary schedule.</p> <p>During the 11th month of initial service, a performance review will be completed by the supervisor. Salary increases shall be considered after the probationary period. Increases after the initial 12 months of service shall be granted as applicable, based on the employee performance. Reason for denial of a salary increase will be presented to the employee. Additional salary increases may be considered each 12 months thereafter. The manager shall administer the Districts salary plan based on employee performance and the recommendation of the employee's supervisor. Employees shall be eligible for a one step (5%) merit increase annually until such time as employee reaches the top step. To be eligible for a step increase, an employee's evaluations must be an overall average of "Meets Standards", "Superior" or "Outstanding."</p> <p>Management/Confidential Group- Also have earnable performance pay. Employees who have reached step 5 of their salary schedule are eligible to review 1%-3% earnable performance pay on an annual basis (Construction Administrator, Executive Assistant/Board Secretary, HR Manager, Technology and Public Information Administrator and Utility Operations Supervisor)</p> <p>Department Heads are eligible for an annual pay adjustment up to</p>

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Agency	% Spread of Ranges	COLA Increases- does just the range move, just the employee, or both?	Merit Increases- how does employee move through range?
			3% after reaching step 5 based upon employee performance as determine by the General Manager/CEO as outlined in employment contracts.
Northstar Community Services District	30% - 33% Mgmt 37% - 43% staff	Both the range and the employee receives the COLA.	<p align="center">Performance Based</p> <p>Represented- Have a 5 step salary schedule. Step Advancement within Range - Performance Evaluation Requirements - The Department Manager shall authorize a step advancement within the salary range after evaluating the employee's performance and determining that it is satisfactory. The review shall take place on the employee's anniversary date. Should no performance review take place, the step increase will be given automatically, up to the five (5) step range. This determination shall be noted on a performance evaluation form to be placed in the employee's file, with a copy given to the employee. An employee whose salary step is adjusted to a higher step for reasons other than regular advancement shall have a new advancement date effective one (1) year from the date of said adjustment.</p> <p>Unrepresented-each year the employee is evaluated on their anniversary date and may or may not receive increase. No automatic increases.</p>
Northstar Ski Resort	Did Not Respond		
Reno-Tahoe Airport Authority	51% - 56% Mgmt 50% staff	Does not offer COLAs	<p align="center">Performance Based</p> <p>Teamsters- Merit increases only provided on anniversary date. Employee is eligible for a 2%, 3%, or 4% based on performance rating. For employees hired before 7/1/16, the % will be going up to 2.5%, 3.5%, 4.5% for FY 17-18 and then up to 3%, 4%, 5% for FY 18-19. Once an employee is at the max, they are eligible for a lump sum over max payment (% x 2080)</p> <p>Management/Unrepresented- Merit increases on July 1st for all.</p>

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Agency	% Spread of Ranges	COLA Increases- does just the range move, just the employee, or both?	Merit Increases- how does employee move through range?
			3%, 4% or 5% based on performance. Once hit max, eligible for lump sum over max payment.
Squaw Valley Ski Corporation	DNA	Does not offer COLAs	Performance Based Typically offer merit increases between 3% - 5% for year-round staff based on performance.
Tahoe City Public Utility District	30% All	<p>Both the range and the employee receives the COLA (unless on performance plan).</p> <p>Represented Group- Various increases and/or other changes occur effective 1/1/2015, 1/1/2016, 1/1/2017, 1/2018, and 1/1/2019 as follows: Effective each January the following events relative to payment of salary will occur. a. A Cost of Living Adjustment (COLA) will be applied to base wage and salary range based on CPI. For 2015 a 3% COLA will be applied to base salary and salary ranges. If the COLA is less than 0.00%, no change will be applied. Employees with a less than satisfactory performance appraisal at last review and who are on month-to-month performance review status will not receive the COLA increase until the review results in a satisfactory rating. At that time, he/she will receive the increase retroactively.</p>	<p>Performance Based</p> <p>Represented Group- Employees shall be formally evaluated annually in January of each year for his/her performance during the preceding year for employees hired before January 1, 2002, and on the anniversary date of satisfactory completion of probation for employees hired after January 1, 2002 and promoted employees. If there is room to move within his/her designated salary range, a merit increase of 1% - 5% will be applied to the employee's base salary. The merit increase percentage will be equal to the numerical score from the performance appraisal subject to the discretion of the supervisor with concurrence of the Department Manager and General Manager. All performance based merit increases will be effective on January 1st for performance in the prior year or on the employee's anniversary date, as applicable. Employees having more than one- year experience with the District and who have at least an annual performance evaluation in which the overall rating was "Achieves" or higher shall be eligible for a non-competitive promotion to the next position if such position exists. The employee must meet all the education, certification and licensing requirements for the position, and have demonstrated the ability to perform the full scope of duties required. All promotions to the next position will be in accordance with the Personnel Policy Manual and based on a business need for the position.</p>

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Agency	% Spread of Ranges	COLA Increases- does just the range move, just the employee, or both?	Merit Increases- how does employee move through range?
Tahoe-Truckee Sanitation Agency	21.6% for select classes on 5 step range 16% for all other classes	Just the range moves.	Increases are automatic An employee starts of on Step 1 as soon as they start the position. Only on Step 1 do they get a review after six months and move up to Step 2. Every step from 2 through 7, the employee moves up one step until they max out. Step increases are automatic. They occur every year for steps 2-7. Employees who are maxed out in their current job classification will still receive an annual performance review every year in September.
Town of Truckee	25% (min to mid) + 8% all	Both the range and the employee receives the COLA. Cost of Living Increases- a COLA equivalent to the % increase in the CPI shall be applied to the employee wages as well as the pay ranges.	Performance Based The compensation plan has open pay ranges. Employees will be eligible for pay increases based on performance each fiscal year. The merit based increase will be determine based on the Towns general fund revenue (See Attachment B/C of MOU) Revenue Increase, Pay for Performance Pool and the performance rating (0% - 6%- based upon a number of factors). The merit based pay changes will be awarded on July 1. Incentive Pay- each employee who has reached the top of their pay classification will continue to be evaluated under the Towns pay for performance system. However, the employee's performance based pay will be in the form of a lump sum payment and not added to the base pay. If an employee is not capped out and the increase caps out their salary, any remaining increase will be paid in a lump sum with the total salary and lump sum payment to exceed the total calculated increase. A max incentive pay amount of \$4,000 per year for General and \$5,000 per year for Management is allowed.
Truckee Donner Public Utility District	21.5% all	Just the range moves.	Increases are automatic They do not have any documented policies. The practice is that new employees are hired at Step 1. After a successful 6-month probation completion, the employee receives another step increase. Then, the employee receives a step increase annually on that date. If the employee negotiates starting at over step 1, then the step increases occur on the employee hire anniversary.

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Agency	% Spread of Ranges	COLA Increases- does just the range move, just the employee, or both?	Merit Increases- how does employee move through range?
			The 6-month increase is automatic. We do not have performance based increases.
Truckee Sanitary District	19% all	Just the range moves.	<p align="center">Performance Based</p> <p>An employee typically goes up 1 step after their 6- month introductory period. After that all employees typically gets merit increases annually, each April, until they are maxed out. It's pretty much a given that an employee will receive a merit increase, unless the employee has had performance issues.</p>

**Appendix C – Table 7
Paid Leave- Management**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating Days (hours)	Management Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
Truckee-Tahoe Airport District	160	200	216	240	240	360	12	Unl	11 + 0 = 11	0 (Exempt have higher vacation accruals than Non Exempt)
Aspen Airport	177	224	224	224	224	Unl	12	Unl	Included in vacation	0
Big Bear Airport	80	120	160	160	160	300	12	Unl	10 + 2 = 12 (Other Mngt) 10 + 5 = 15 (GM)	0
Centennial Airport ¹	96	96	120	144	144	160	12	480 hours	10 + 2 = 12	0
Friedman Memorial Airport-Sun Valley	Did Not Respond									
Monterey Peninsula Airport District	80	120	160	160	160	240	10- (0-5 yrs) 15- (5-10 yrs) 20- (10+ years)	Unl	11 + 0 = 11	40-Exempt only
North Tahoe Public Utility District ²	88	120	144	176	200	3x	12	960 hours	12 + 0 = 12	40
Northstar Community Services ³	120	120	160	200	200	2x	12	Unl	12 + 0 = 12	0

¹ General Manager receives 136 hours at each year

² Chief Financial Officer receives 200 hours at each year; General Manager receives 160 hours at each year

³ General Manager receives 200 hours at each year.

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Paid Leave- Management**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating Days (hours)	Management Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
District										
Northstar Ski Resort	Did Not Respond									
Reno-Tahoe Airport Authority	130	156	182	182	208	2x	15	Unl	12 + 1 = 13	0
Squaw Valley Ski Corporation	88	124	160	160	160	1.5x	6	6 days	Included in vacation	0
Tahoe City Public Utility District	120	120	176	216	224	380	8- (0-5 yrs) 6- (6+ yrs)	Unl	11 + 1 = 12	40
Tahoe-Truckee Sanitation Agency	240	240	240	240	240	240	12	Unl	9 + 2 = 11	0 (can request 8 hours per year)
Town of Truckee ⁴	80-MM	120-MM	120-MM	160-MM	160-MM	240-MM	12	1,000 hours	12 + 1 = 13	80-Exempt Only
Truckee Donner Public Utility District	80	80	120	160	160	360	12	Unl	10 + 1 = 11	64 hours
Truckee Sanitary District	240	240	240	240	240	240	12	2,000 hours	10 + 1 = 11	0
	Some or All Classes in this Category are Represented									

⁴ Mid Management accruals listed; Dept. Heads and Town Manager vary by contract- 120-200 hours at each interval and max accrual vary from 240 – 320.

**Appendix C – Table 8
Paid Leave- Miscellaneous**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Management Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<i>Truckee-Tahoe Airport District</i>	<i>80</i>	<i>120</i>	<i>136</i>	<i>160</i>	<i>160</i>	<i>240</i>	<i>12</i>	<i>Unl</i>	<i>11 + 0 = 11</i>	<i>0</i>
Aspen Airport	177	224	224	224	224	Unl	12	Unl	Included in vacation	0
Big Bear Airport	80	120	160	160	160	300	12	Unl	10 + 2 = 12	0
Centennial Airport	96	96	120	144	144	160	12	480 hours	10 + 2 = 12	0
Friedman Memorial Airport-Sun Valley	Did Not Respond									
Monterey Peninsula Airport District	80	120	160	160	160	240	10- (0-5 yrs) 15- (5-10 yrs) 20- (10+ years)	Unl	11 + 0 = 11	0
North Tahoe Public Utility District	80	88	128	160	184	2x	12	960 hours	12 + 0 = 12	0
Northstar Community Services District	80	120	160	200	200	2x	12	Unl	12 + 0 = 12	0
Northstar Ski Resort	Did Not Respond									

**Appendix C – Table 8
Paid Leave- Miscellaneous**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Management Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
Reno-Tahoe Airport Authority	117	143	169	195	208	2x	13	880 hours	12 + 1 = 13	0
Squaw Valley Ski Corporation	88	124	160	160	160	1.5x	6	6 days	Included in vacation	0
Tahoe City Public Utility District	120	120	176	216	224	320	8- (0-5 yrs) 6- (6+ yrs)	Unl	11 + 1 = 12	0
Tahoe-Truckee Sanitation Agency	96	96	120	160	184	240	12	Unl	9 + 2 = 11	0
Town of Truckee	80	120	120	160	160	240	12	1,000 hours	12 + 1 = 13	0
Truckee Donner Public Utility District	80	80	120	160	168	360	12	Unl	10 + 1 = 11	0
Truckee Sanitary District	96	96	120	160	160	240	12	2,000 hours	10 + 1 = 11	0
Some or All Classes in this Category are Represented										