

Truckee-Tahoe Airport District  
 Total Compensation Study  
 September-2016

TTAD Classification	TTAD Market/Control Point*	Labor Market Mean (maximum salary)	% TTAD is Above or Below Labor Market Mean (maximum salary)	TTAD Total Cash	Labor Market Mean (total cash)	% TTAD is Above or Below Labor Market Mean (total cash)	TTAD Total Compensation	Labor Market Mean (total comp)	% TTAD is Above or Below Labor Market Mean (total comp)	Comparability
Administrative Clerk	\$3,970	\$4,580	-15.36%	\$3,970	\$4,818	-21.36%	\$6,127	\$6,932	-13.15%	10
Aviation and Community Services Manager - Noise/Annoyance	\$6,337	Insuff Data	---	\$6,337	Insuff Data	---	\$8,528	Insuff Data	---	2
Aviation and Community Services Manager - Public Relations	\$6,337	\$6,401	-1.02%	\$6,337	\$6,494	-2.48%	\$8,528	\$8,246	3.30%	5
Aviation and Community Services Program Coordinator-Environmental	\$5,322	\$5,739	-7.83%	\$5,322	\$6,011	-12.95%	\$7,499	\$8,013	-6.85%	4
Aviation and Community Services Program Coordinator-Safety	\$5,322	Insuff Data	---	\$5,322	Insuff Data	---	\$7,499	Insuff Data	---	2
Director of Airport Operations and Maintenance	\$9,647	\$10,046	-4.13%	\$9,647	\$10,534	-9.19%	\$11,887	\$12,887	-8.42%	11
Director of Aviation and Community Services	\$9,344	\$10,023	-7.27%	\$9,344	\$10,647	-13.95%	\$11,578	\$12,608	-8.89%	3
Director of Finance and Administration	\$9,344	\$10,537	-12.77%	\$9,344	\$11,020	-17.94%	\$11,578	\$13,445	-16.12%	12
District Clerk	\$4,646	\$6,034	-29.88%	\$4,646	\$6,290	-35.39%	\$6,813	\$8,435	-23.82%	6
General Manager	\$12,868	\$16,349	-27.05%	\$12,868	\$17,195	-33.62%	\$15,154	\$19,700	-29.99%	13
Operations and Maintenance Supervisor	\$6,337	\$7,052	-11.28%	\$6,337	\$7,365	-16.23%	\$8,528	\$9,630	-12.92%	10
Operations and Maintenance Worker II	\$4,308	\$5,352	-24.24%	\$4,308	\$5,654	-31.26%	\$6,470	\$7,750	-19.79%	12
Operations and Maintenance Worker III	\$4,984	\$5,878	-17.93%	\$4,984	\$6,199	-24.38%	\$7,156	\$8,313	-16.18%	12
Pilot and Passenger Outreach Coordinator	\$5,998	Insuff Data	---	\$5,998	Insuff Data	---	\$8,185	Insuff Data	---	0
Staff Accountant	Market Check	\$6,102	Market Check	Market Check	\$6,355	Market Check	Market Check	\$8,260	Market Check	9
		<b>Average</b>	<b>-14.43%</b>			<b>-19.89%</b>			<b>-13.89%</b>	

\*Step 7 for staff positions and maximum of the range for management

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments
Truckee Tahoe Airport District	Administrative Clerk		\$3,970	0%	\$0	\$0	\$0	\$0	\$3,970	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$58	0%	\$0	\$6,127	Step 7-Market used as max salary
Aspen Airport	No Comparable Class																				Administrative Assistant IV is only clerical class, but is also responsible for managing the federally mandated badging program and is the Assistant Airport Security Coordinator
Big Bear Airport	Administrative Clerk	No Unions	\$4,333	7%	\$303	\$115	\$0	\$0	\$4,752	\$1,600	inc	inc	inc	DNA	\$9	\$0	\$63	0%	\$0	\$6,424	Assists with Help Desk
Centennial Airport	Senior Administrative Assistant	No Unions	\$3,917	0%	\$0	\$274	\$0	\$0	\$4,191	\$0	\$915	\$86	\$19	\$19	\$1	\$0	\$300	0%	\$0	\$5,531	Mid Point listed; Max is \$4,931
Friedman Memorial Airport-Sun Valley	DNA																				
Monterey Peninsula Airport District	Office Assistant-Confidential	Not represented	\$4,502	0%	\$0	\$0	\$0	\$0	\$4,502	\$100	\$2,083	\$216	\$12	DNA	\$0	\$0	\$344	0%	\$0	\$7,258	
North Tahoe Public Utility District	Customer Service Representative	Represented	\$4,475	1.5%	\$67	\$0	\$1	\$448	\$4,990	\$125	\$1,881	inc	inc	\$17	\$4	\$0	\$342	0%	\$0	\$7,359	Cert pay is 1.5% up to 10% max for educational courses.
Northstar Community Services District	No Comparable Class																				
Northstar Ski Resort	DNA																				
Reno-Tahoe Airport Authority	No Comparable Class																				
Local Employer	Administrative Assistant	No Unions	\$2,773	0%	\$0	\$0	\$0	\$0	\$2,773	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$212	0%	\$0	\$3,636	No spec available
Tahoe City Public Utility District	Administrative Assistant II	Represented	\$4,871	0%	\$0	\$34	\$0	\$0	\$4,905	\$1,430	inc	inc	inc	\$10	\$9	\$0	\$373	1.59%	\$77	\$6,650	
Tahoe-Truckee Sanitation Agency	Technical Services IV	No Unions	\$6,384	8%	\$511	\$0	\$0	\$0	\$6,895	\$83	\$2,312	\$195	\$33	\$30	\$0	\$0	\$93	0%	\$0	\$9,641	
Town of Truckee	Office Assistant	Represented	\$3,940	0%	\$0	\$39	\$0	\$0	\$3,979	\$0	\$1,353	\$82	\$20	\$11	\$0	\$0	\$57	0%	\$0	\$5,502	Control Point listed; Max is \$4,255
Truckee Donner Public Utility District	Customer Service Representative	Represented	\$4,748	1.89%	\$90	\$0	\$29	\$0	\$4,866	\$0	\$2,689	\$167	\$33	\$3	\$1	\$0	\$363	0%	\$0	\$8,123	
Truckee Sanitary District	Administrative Technician 2	No Unions	\$5,855	8%	\$468	\$0	\$0	\$0	\$6,323	\$0	\$2,068	\$170	\$138	\$53	\$0	\$0	\$448	0%	\$0	\$9,200	
<b>Labor Market Mean</b>			\$4,580						\$4,818											\$6,932	
<b>% TTAD is Above or Below Labor Market Mean</b>																					-13.15%
<b>Comparability</b>			10																		

**NOTES:**  
 Data effective as of 9/2016  
 \*Step 7 for staff positions and maximum of the range for management  
 Town of Truckee- ER contribution towards deferred compensation requires 9 years of service  
 Truckee Sanitary District- ER is self funded for vision insurance and reimburses up to \$200/year per family member for eye exam and \$350/year per family member for glasses/contacts. Amount listed is for EE, spouse and 1 dependent

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments
Truckee Tahoe Airport District	Aviation and Community Services Manager -		\$6,337	0%	\$0	\$0	\$0	\$0	\$6,337	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$92	0%	\$0	\$8,528	Step 7-Market used as max salary
Aspen Airport	Coordinator III- Operations	No Unions	\$4,774	0%	\$0	\$621	\$0	\$0	\$5,394	\$0	\$2,547	\$48	\$14	DNA	DNA	\$0	\$69	0%	\$0	\$8,072	MP Listed; Max is \$5,647; Broad class
Big Bear Airport	No Comparable Class																				
Centennial Airport	Noise and Planning Specialist	No Unions	\$5,458	0%	\$0	\$382	\$0	\$0	\$5,840	\$0	\$915	\$86	\$19	\$27	\$2	\$0	\$418	0%	\$0	\$7,306	Mid Point Listed; Max is \$7,019; over Noise Abatement and Environmental Compliance and Planning; BA required
Friedman Memorial Airport-Sun Valley	DNA																				
Monterey Peninsula Airport District	No Comparable Class																				Operations Manager monitors noise abatement program but is also over regulatory compliance, and assists with management of maintenance
North Tahoe Public Utility District	No Comparable Class																				
Northstar Community Services District	No Comparable Class																				
Northstar Ski Resort	DNA																				
Reno-Tahoe Airport Authority	No Comparable Class																				Airport Noise Analyst does not require BA
Local Employer	No Comparable Class																				
Tahoe City Public Utility District	No Comparable Class																				
Tahoe-Truckee Sanitation Agency	No Comparable Class																				
Town of Truckee	No Comparable Class																				
Truckee Donner Public Utility District	No Comparable Class																				
Truckee Sanitary District	No Comparable Class																				
Labor Market Mean				Insuff Data		Insuff Data										Insuff Data					
% TTAD is Above or Below Labor Market Mean				---		---										---					
Comparability				2																	

NOTES:  
Data effective as of 9/2016  
\*Step 7 for staff positions and maximum of the range for management  
Town of Truckee- ER contribution of 1% towards deferred compensation requires 9 years of service

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr. 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employer (%)	Employer's Portion of Retirement Paid by Employer (\$)	Total Compensation	Comments
Truckee Tahoe Airport District	Aviation and Community Services Manager - Public Relations		\$6,337	0%	\$0	\$0	\$0	\$0	\$6,337	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$92	0%	\$0	\$8,528	Step 7-Market used as max salary (Aviation and Community Services Manager salary used)
Aspen Airport	No Comparable Class																				
Big Bear Airport	No Comparable Class																				
Centennial Airport	Manager of Communications and Media/Communications Specialist	No Unions	\$5,885	0%	\$0	\$412	\$0	\$0	\$6,297	\$0	\$915	\$86	\$19	\$29	\$2	\$0	\$450	0%	\$0	\$7,797	Mid Point Listed; Max is \$7,566
Friedman Memorial Airport-Sun Valley	DNA																				
Monterey Peninsula Airport District	Marketing/Public Relations Coordinator	Not Represented	\$5,923	0%	\$0	\$0	\$0	\$0	\$5,923	\$100	\$2,083	\$216	\$12	DNA	\$0	\$0	\$453	0%	\$0	\$8,788	Public Relations, Marketing, Grants and Social Media
North Tahoe Public Utility District	No Comparable Class																				Technology and Public Information Administrator is over IT also
Northstar Community Services District	No Comparable Class																				
Northstar Ski Resort	DNA																				
Reno-Tahoe Airport Authority	Manager of Public Relations and Customer Service	Not Represented	\$7,041	0%	\$0	\$0	\$0	\$0	\$7,041	\$0	\$1,102	\$112	\$18	\$44	\$21	\$0	\$102	0%	\$0	\$8,440	Mid Point Listed; Max is \$8,591
Local Employer	Public Relations Director	No Unions	\$5,833	0%	\$0	\$0	\$0	\$0	\$5,833	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$446	0%	\$0	\$6,930	No spec available
Tahoe City Public Utility District	Grants and Community Information Administrator	Not Represented	\$7,325	0%	\$0	\$51	\$0	\$0	\$7,376	\$1,430	inc	inc	inc	\$13	\$14	\$0	\$560	1.59%	\$116	\$9,277	Also over Grants
Tahoe-Truckee Sanitation Agency	No Comparable Class																				
Town of Truckee	No Comparable Class																				
Truckee Donner Public Utility District	No Comparable Class																				Public Information and Conservation Manager is over conservation and legislative and regulatory programs
Truckee Sanitary District	No Comparable Class																				
Labor Market Mean			\$6,401						\$6,494											\$8,246	
% TTAD is Above or Below Labor Market Mean			-1.02%						-2.48%											3.30%	
Comparability			5																		

NOTES:  
Data effective as of 9/2016  
\*Step 7 for staff positions and maximum of the range for management

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employee's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments
Truckee Tahoe Airport District	Aviation and Community Services Program Coordinator-Environmental		\$5,322	0%	\$0	\$0	\$0	\$0	\$5,322	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$77	0%	\$0	\$7,499	Range 8 Step 7 -Market used as max salary
Aspen Airport	Coordinator III- Operations	No Unions	\$4,774	0%	\$0	\$621	\$0	\$0	\$5,394	\$0	\$2,547	\$48	\$14	DNA	DNA	\$0	\$69	0%	\$0	\$8,072	Mid Point Listed; Max is \$5,647. Broad class
Big Bear Airport	No Comparable Class																				
Centennial Airport	Noise and Planning Specialist	No Unions	\$5,458	0%	\$0	\$382	\$0	\$0	\$5,840	\$0	\$915	\$86	\$19	\$27	\$2	\$0	\$418	0%	\$0	\$7,306	Mid Point Listed; Max is \$7,019; over Noise Abatement and Environmental Compliance and Planning; BA required
Friedman Memorial Airport-Sun Valley	DNA																				
Monterey Peninsula Airport District	No Comparable Class																				Planning Manager Environmental over planning/environmental activities and construction & permitting.
North Tahoe Public Utility District	Contracts and Planning Coordinator	Represented	\$5,684	1.5%	\$85	\$0	\$1	\$0	\$5,770	\$125	\$1,881	inc	inc	\$17	\$5	\$0	\$435	0%	\$0	\$8,232	Also does contracts
Northstar Community Services District	No Comparable Class																				
Northstar Ski Resort	DNA																				
Reno-Tahoe Airport Authority	Environmental Program Manager	Not Represented	\$7,041	0%	\$0	\$0	\$0	\$0	\$7,041	\$0	\$1,102	\$112	\$18	\$44	\$21	\$0	\$102	0%	\$0	\$8,440	Mid Point Listed; Max is \$8,591
Local Employer	No Comparable Class																				
Tahoe City Public Utility District	No Comparable Class																				Technical Services Supervisor (S8505)
Tahoe-Truckee Sanitation Agency	No Comparable Class																				
Town of Truckee	No Comparable Class																				
Truckee Donner Public Utility District	No Comparable Class																				
Truckee Sanitary District	No Comparable Class																				
Labor Market Mean			\$5,739						\$6,011											\$8,013	
% TTAD is Above or Below Labor Market Mean									-12.95%											-6.85%	
Comparability			4																		

NOTES:  
Data effective as of 9/2016  
\*Step 7 for staff positions and maximum of the range for management

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments	
Truckee Tahoe Airport District	Aviation and Community Services Program Coordinator-Safety		\$5,322	0%	\$0	\$0	\$0	\$0	\$5,322	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$77	0%	\$0	\$7,499	Range 8 Step 7 -Market used as max salary	
Aspen Airport	Coordinator III- Operations	No Unions	\$4,774	0%	\$0	\$621	\$0	\$0	\$5,394	\$0	\$2,547	\$48	\$14	DNA	DNA	\$0	\$69	0%	\$0	\$8,072	Mid Point Listed; Max is \$5,647; Broad class	
Big Bear Airport	No Comparable Class																					
Centennial Airport	No Comparable Class																					
Friedman Memorial Airport-Sun Valley	DNA																					
Monterey Peninsula Airport District	No Comparable Class																					
North Tahoe Public Utility District	No Comparable Class																					
Northstar Community Services District	No Comparable Class																					
Northstar Ski Resort	DNA																					
Reno-Tahoe Airport Authority	No Comparable Class																				Multiple classes perform duties	
Local Employer	No Comparable Class																					
Tahoe City Public Utility District	No Comparable Class																					
Tahoe-Truckee Sanitation Agency	Safety Compliance Coordinator	No Unions	\$8,890	8%	\$711	\$0	\$0	\$0	\$9,601	\$83	\$2,312	\$195	\$33	\$39	\$0	\$0	\$129	0%	\$0	\$12,393		
Town of Truckee	No Comparable Class																					
Truckee Donner Public Utility District	No Comparable Class																					
Truckee Sanitary District	No Comparable Class																					
			Labor Market Mean		Insuff Data				Insuff Data										Insuff Data			
			% TTAD is Above or Below Labor Market Mean		---				---										---			
			Comparability		2																	

NOTES:  
Data effective as of 9/2016  
\*Step 7 for staff positions and maximum of the range for management

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments
Truckee Tahoe Airport District	Director of Airport Operations and Maintenance		\$9,647	0%	\$0	\$0	\$0	\$0	\$9,647	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$140	0%	\$0	\$11,887	
Aspen Airport	Manager, Facilities	No Unions	\$6,814	0%	\$0	\$886	\$0	\$0	\$7,700	\$0	\$2,547	\$48	\$14	DNA	DNA	\$0	\$99	0%	\$0	\$10,408	Mid Point Listed; Max is \$8,061
Big Bear Airport	No Comparable Class																				Maintenance staff report to General Manager
Centennial Airport	Director of Maintenance	No Unions	\$7,458	0%	\$0	\$522	\$0	\$0	\$7,980	\$0	\$915	\$86	\$19	\$36	\$2	\$0	\$571	0%	\$0	\$9,610	Mid Point Listed; Max is \$9,591; Director of Operations is lower paid
Friedman Memorial Airport-Sun Valley	DNA																				
Monterey Peninsula Airport District	No Comparable Class																				Maintenance Supervisor reports to Deputy General Manager/Planning & Development
North Tahoe Public Utility District	Utility Operations Manager	Represented	\$9,840	1.5%	\$148	\$0	\$1	\$0	\$9,989	\$125	\$1,881	inc	inc	\$17	\$8	\$0	\$753	0%	\$0	\$12,772	T2 and D2 within 12 months; the following certs are desired- Any of the following are desirable: Collection System Maintenance Technologist, Cross-Connection Control Specialist, Mechanical Technologist, Backflow Prevention Assembly Tester, and Sewer Treatment Plant Operator; Engineering and Operations Manager is over Engineering
Northstar Community Services District	Utilities Operations Manager	Not Represented	\$11,608	8%	\$929	\$0	\$580	\$0	\$13,117	\$0	\$1,892	\$112	\$7	\$12	\$0	\$0	\$168	0%	\$0	\$15,308	Collections Grade 3, D3; and T3; no spec available
Northstar Ski Resort	DNA																				
Reno-Tahoe Airport Authority	Director of Facilities and Maintenance	Not Represented	\$10,155	0%	\$0	\$0	\$0	\$0	\$10,155	\$0	\$1,102	\$112	\$18	\$63	\$26	\$0	\$147	0%	\$0	\$11,624	Mid Point Listed; Max is \$12,543; Manager of Airside Operations is lower paid
Local Employer	Director of Lift Maintenance	No Unions	\$9,583	0%	\$0	\$0	\$0	\$0	\$9,583	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$733	0%	\$0	\$10,967	No spec available
Tahoe City Public Utility District	Director of Utilities	Not Represented	\$13,176	0%	\$0	\$92	\$0	\$0	\$13,268	\$1,430	inc	inc	inc	\$13	\$25	\$0	\$803	1.59%	\$209	\$15,330	T3, D4, and Collections Grade 4
Tahoe-Truckee Sanitation Agency	Maintenance Superintendent	No Unions	\$11,152	8%	\$892	\$0	\$0	\$0	\$12,044	\$83	\$2,312	\$195	\$33	\$39	\$0	\$0	\$162	0%	\$0	\$14,868	Mechanical Technologist Grade 4; also have Operations Superintendent which requires a D4- same salary
Town of Truckee	Street Maintenance Manager	Represented	\$8,601	0%	\$0	\$169	\$0	\$0	\$8,770	\$0	\$1,670	\$127	\$29	\$12	\$0	\$0	\$125	0%	\$0	\$10,732	Control Point Listed; Max is \$9,290; Director of Public Works/Town Engineer requires PE
Truckee Donner Public Utility District	Water Superintendent	Not Represented	\$10,622	1.89%	\$201	\$0	\$29	\$0	\$10,852	\$0	\$2,689	\$167	\$33	\$8	\$3	\$0	\$766	0%	\$0	\$14,518	T3 and D4
Truckee Sanitary District	Operations and Maintenance Superintendent	No Unions	\$11,493	8%	\$919	\$0	\$0	\$0	\$12,412	\$0	\$2,068	\$170	\$138	\$53	\$0	\$0	\$779	0%	\$0	\$15,620	Grade 4 Collection System maintenance
<b>Labor Market Mean</b>			<b>\$10,046</b>						<b>\$10,534</b>											<b>\$12,887</b>	
<b>% TTAD is Above or Below Labor Market Mean</b>			<b>-4.13%</b>						<b>-9.19%</b>											<b>-8.42%</b>	
<b>Comparability</b>			<b>11</b>																		

**NOTES:**

Data effective as of 9/2016

\*Step 7 for staff positions and maximum of the range for management

Truckee Sanitary District- ER is self funded for vision insurance and reimburses up to \$200/year per family member for eye exam and \$350/year per family member for glasses/contacts. Amount listed is for EE, spouse and 1 dependent

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments
Truckee Tahoe Airport District	Director of Aviation and Community Services		\$9,344	0%	\$0	\$0	\$0	\$0	\$9,344	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$135	0%	\$0	\$11,578	Director of Aviation and Business Services salary used
Aspen Airport	Director of Security and Landside Operations	No Unions	\$10,505	0%	\$0	\$1,366	\$0	\$0	\$11,870	\$0	\$2,547	\$48	\$14	DNA	DNA	\$0	\$152	0%	\$0	\$14,632	Mid Point Listed; Max is \$12,427; no spec available
Big Bear Airport	No Comparable Class																				
Centennial Airport	Director of Planning and Development	No Unions	\$7,208	0%	\$0	\$505	\$0	\$0	\$7,713	\$0	\$915	\$86	\$19	\$35	\$2	\$0	\$551	0%	\$0	\$9,322	Mid Point Listed; Max is \$9,270
Friedman Memorial Airport-Sun Valley	DNA																				
Monterey Peninsula Airport District	No Comparable Class																				
North Tahoe Public Utility District	No Comparable Class																				
Northstar Community Services District	No Comparable Class																				
Northstar Ski Resort	DNA																				
Reno-Tahoe Airport Authority	Vice President of Marketing and Public Affairs	Not Represented	\$12,357	0%	\$0	\$0	\$0	\$0	\$12,357	\$0	\$1,102	\$112	\$18	\$77	\$26	\$0	\$179	0%	\$0	\$13,871	Mid Point Listed; Max is \$15,266; also have VP of Airline Business Development- all VPs paid the same
Local Employer	No Comparable Class																				
Tahoe City Public Utility District	No Comparable Class																				
Tahoe-Truckee Sanitation Agency	No Comparable Class																				
Town of Truckee	No Comparable Class																				
Truckee Donner Public Utility District	No Comparable Class																				
Truckee Sanitary District	No Comparable Class																				
Labor Market Mean			\$10,023						\$10,647											\$12,608	
% TTAD is Above or Below Labor Market Mean			-7.27%						-13.95%											-8.89%	
Comparability			3																		

NOTES:  
Data effective as of 9/2016  
\*Step 7 for staff positions and maximum of the range for management



Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employee's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments	
Truckee Tahoe Airport District	Director of Finance and Administration		\$9,344	0%	\$0	\$0	\$0	\$0	\$9,344	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$135	0%	\$0	\$11,578		
Aspen Airport	Controller	No Unions	\$8,113	0%	\$0	\$1,055	\$0	\$0	\$9,168	\$0	\$2,547	\$48	\$14	DNA	DNA	\$0	\$118	0%	\$0	\$11,895	Supervises 1 staff; Mid Point; Max is \$9,598; In 2006 match was Assistant Director-Administration-no spec available and has same salary as Controller	
Big Bear Airport	No Comparable Class																				Office Manager is too low and reports to the General Manager, no other classes	
Centennial Airport	Chief Financial Officer	No Unions	\$7,458	0%	\$0	\$522	\$0	\$0	\$7,980	\$0	\$915	\$86	\$19	\$36	\$2	\$0	\$571	0%	\$0	\$9,610	CFO supervises 1 staff; Mid Point Listed; Max is \$9,591 (Also have Director of Administration -supervises 3 staff (which was match in 2006) over Personnel, Office Management and Tenant Relations- it has the same salary)	
Friedman Memorial Airport-Sun Valley	DNA																					
Monterey Peninsula Airport District	Deputy Executive Director-Finance and Administration	Not Represented	\$11,588	0%	\$0	\$0	\$0	\$0	\$11,588	\$100	\$2,083	\$216	\$12	DNA	\$0	\$0	\$780	0%	\$0	\$14,780	Supervises 3 staff; In 2006 match was Accounting Manager- this is the new title of that classification.	
North Tahoe Public Utility District	Chief Financial Officer	Not Represented	\$13,470	1.5%	\$202	\$0	\$1	\$0	\$13,673	\$125	\$1,881	inc	inc	\$17	\$11	\$0	\$808	0%	\$0	\$16,514	In 2006 match was Controller-agency no longer has this title; Agency does not have Accounting Manager level; CFO supervises 4 staff	
Northstar Community Services District	Director of Finance and Administration	Not Represented	\$13,136	8%	\$1,051	\$0	\$657	\$0	\$14,844	\$0	\$1,892	\$112	\$7	\$12	\$0	\$0	\$190	0%	\$0	\$17,057	Supervises 3 staff; In 2006 match was Controller-agency no longer has this title; Director of Human Resources/Secretary to the Board (lower salary); Agency has Accounting Manager but is vacant and no plans to fill the position	
Northstar Ski Resort	DNA																					
Reno-Tahoe Airport Authority	Manager of Accounting	Not Represented	\$7,582	0%	\$0	\$0	\$0	\$0	\$7,582	\$0	\$1,102	\$112	\$18	\$47	\$22	\$0	\$110	0%	\$0	\$8,994	Supervises 5 staff; Mid Point Listed; Max is \$9,252; Also have CFO; did not respond to 2006 survey	
Local Employer	Controller	No Unions	\$9,167	0%	\$0	\$0	\$0	\$0	\$9,167	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$701	0%	\$0	\$10,518	Supervises 5 staff year round and an additional 2 on a seasonal basis; Also have CFO, unable to determine the class titles for the 2 classes in 2006 as no titles listed; also have Accounting Manager classification, but not currently filled and no set salary	
Tahoe City Public Utility District	Chief Financial Officer	Not Represented	\$13,176	0%	\$0	\$92	\$0	\$0	\$13,268	\$1,430	inc	inc	inc	\$13	\$25	\$0	\$803	1.59%	\$209	\$15,330	Supervises 5 staff and an IT Consultant; In 2006 match was Director of Accounting/Employee Services- agency no longer has this title. Agency does not have Accounting Manager level.	
Tahoe-Truckee Sanitation Agency	Administrative Services Manager	No Unions	\$11,152	8%	\$892	\$0	\$0	\$0	\$12,044	\$83	\$2,312	\$195	\$33	\$39	\$0	\$0	\$162	0%	\$0	\$14,868	Supervises 6 staff; In 2006 match was Accounting Supervisor- agency no longer has this title. Agency does not have Accounting Manager level.	
Town of Truckee	Administrative Services Manager	Represented	\$9,483	0%	\$0	\$178	\$0	\$0	\$9,661	\$0	\$1,670	\$127	\$29	\$12	\$0	\$0	\$138	0%	\$0	\$11,636	Supervises 2 staff; Control Point Listed; Max is \$10,242; In 2006, both the Director of Administrative Services and the Administrative Services Manager were matched; match is division level manager	
Truckee Donner Public Utility District	Finance and Accounting Manager	Not Represented	\$10,622	1.89%	\$201	\$0	\$29	\$0	\$10,852	\$0	\$2,689	\$167	\$33	\$8	\$3	\$0	\$766	0%	\$0	\$14,518	Supervises 4 staff; In 2006 matches were Administrative Services Manager and Finance and Accounting Manager; match is division level manager	
Truckee Sanitary District	Director of Finance	No Unions	\$11,493	8%	\$919	\$0	\$0	\$0	\$12,412	\$0	\$2,068	\$170	\$138	\$53	\$0	\$0	\$779	0%	\$0	\$15,620	No spec available; agency is eliminating Accounting Supervisor classification; agency was not surveyed in 2006; supervises 3 staff	
<b>Labor Market Mean</b>			\$10,537						\$11,020											\$13,445		
<b>% TTAD is Above or Below Labor Market Mean</b>			-12.77%																		-17.94%	
<b>Comparability</b>				12																		

**NOTES:**  
 Data effective as of 9/2016  
 \*Step 7 for staff positions and maximum of the range for management  
 Truckee Sanitary District- ER is self funded for vision insurance and reimburses up to \$200/year per family member for eye exam and \$350/year per family member for glasses/contacts. Amount listed is for EE, spouse and 1 dependent

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments
Truckee Tahoe Airport District	District Clerk		\$4,646	0%	\$0	\$0	\$0	\$0	\$4,646	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$67	0%	\$0	\$6,813	Step 7-Market used as max salary
Aspen Airport	Manager-Executive Office Manager	No Unions	\$4,774	0%	\$0	\$621	\$0	\$0	\$5,394	\$0	\$2,547	\$48	\$14	DNA	DNA	\$0	\$69	0%	\$0	\$8,072	Mid Point Listed; Max is \$5,647
Big Bear Airport	No Comparable Class																				
Centennial Airport	No Comparable Class																				Administrative Assistant performs some Board duties
Friedman Memorial Airport-Sun Valley	DNA																				Human Resources/Risk Manager is Board Secretary
Monterey Peninsula Airport District	No Comparable Class																				Executive Assistant/Board Secretary supervises Director of Human Resources/Secretary of the Board- also over Human Resources and processes payroll
North Tahoe Public Utility District	No Comparable Class																				
Northstar Community Services District	No Comparable Class																				
Northstar Ski Resort	DNA																				
Reno-Tahoe Airport Authority	Executive Assistant	Not Represented	\$4,879	0%	\$0	\$0	\$0	\$0	\$4,879	\$0	\$1,102	\$112	\$18	\$30	\$14	\$0	\$71	0%	\$0	\$6,226	Mid Point Listed; Max is \$5,874
Local Employer	Executive Administrative Assistant	No Unions	\$5,833	0%	\$0	\$0	\$0	\$0	\$5,833	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$446	0%	\$0	\$6,930	
Tahoe City Public Utility District	No Comparable Class																				Executive Assistant supervises
Tahoe-Truckee Sanitation Agency	Administrative Secretary	No Unions	\$8,842	8%	\$707	\$0	\$0	\$0	\$9,549	\$83	\$2,312	\$195	\$33	\$39	\$0	\$0	\$128	0%	\$0	\$12,340	
Town of Truckee	Records Technician	Represented	\$5,028	0%	\$0	\$50	\$0	\$0	\$5,079	\$0	\$1,353	\$82	\$20	\$12	\$0	\$0	\$73	0%	\$0	\$6,618	Control Point Listed; Max is \$5,432
Truckee Donner Public Utility District	Executive Secretary	Not Represented	\$6,847	1.89%	\$129	\$0	\$29	\$0	\$7,006	\$0	\$2,689	\$167	\$33	\$5	\$2	\$0	\$524	0%	\$0	\$10,425	Executive Assistant/Administrative Supervisor supervises
Truckee Sanitary District	No Comparable Class	No Unions																			
<b>Labor Market Mean</b>			\$6,034						\$6,290											\$8,435	
<b>% TTAD is Above or Below Labor Market Mean</b>																					-23.82%
<b>Comparability</b>			6																		

**NOTES:**  
Data effective as of 9/2016  
\*Step 7 for staff positions and maximum of the range for management  
Town of Truckee-ER contribution towards deferred compensation requires 9 years of service

Surveyed Agency	Classification Title	Maximum Salary/Pay	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (\$)	Total Compensation	Comments
Truckee Tahoe Airport District	General Manager	\$12,868	0%	\$0	\$0	\$0	\$0	\$12,868	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$187	0%	\$0	\$15,154	Pilot Certificate desired
Aspen Airport	Director-Aviation	\$10,925	0%	\$0	\$1,420	\$0	\$0	\$12,345	\$0	\$2,547	\$48	\$14	DNA	DNA	\$0	\$158	0%	\$0	\$15,112	Mid Point Listed; Max is \$12,924 - No spec available
Big Bear Airport	General Manager	\$8,333	7%	\$583	\$115	\$0	\$0	\$9,032	\$1,600	inc	inc	inc	DNA	\$9	\$0	\$121	0%	\$0	\$10,762	Pilot Certificate desired; Accredited Airport Executive Designation desired
Centennial Airport	Executive Director	\$11,333	0%	\$0	\$793	\$0	\$0	\$12,127	\$0	\$915	\$86	\$19	\$41	\$3	\$0	\$777	0%	\$0	\$13,967	Mid Point listed; Max is \$14,575; Pilot license desired; AAAE Accredited is desired
Friedman Memorial Airport-Sun Valley	DNA																			
Monterey Peninsula Airport District	General Manager	\$15,417	0%	\$0	\$0	\$0	\$0	\$15,417	\$100	\$2,083	\$216	\$12	DNA	\$0	\$0	\$836	0%	\$0	\$18,664	Accredited Airport Executive (AAE) credential desired
North Tahoe Public Utility District	General Manager/Chief Executive Officer	\$15,417	1.5%	\$231	\$0	\$1	\$0	\$15,649	\$125	\$1,881	inc	inc	\$17	\$12	\$0	\$836	0%	\$0	\$18,520	
Northstar Community Services District	General Manager	\$19,251	8%	\$1,540	\$0	\$963	\$0	\$21,754	\$0	\$1,892	\$112	\$7	\$12	\$0	\$0	\$279	0%	\$0	\$24,056	No spec available; No PE required
Northstar Ski Resort	DNA																			
Reno-Tahoe Airport Authority	Chief Executive Officer	\$20,020	0%	\$0	\$0	\$0	\$0	\$20,020	\$0	\$1,102	\$112	\$18	\$125	\$26	\$0	\$290	0%	\$0	\$21,694	No spec available
Local Employer	President/Chief Executive Officer	\$29,167	0%	\$0	\$0	\$0	\$0	\$29,167	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$1,035	0%	\$0	\$30,852	No spec available
Tahoe City Public Utility District	General Manager	\$17,410	0%	\$0	\$818	\$0	\$0	\$18,228	\$1,430	inc	inc	inc	\$13	\$33	\$0	\$865	1.59%	\$277	\$20,292	PE desired
Tahoe-Truckee Sanitation Agency	General Manager	\$15,430	8%	\$1,234	\$0	\$0	\$0	\$16,664	\$83	\$2,312	\$195	\$33	\$39	\$0	\$0	\$224	0%	\$0	\$19,551	
Town of Truckee	Town Manager	\$14,711	0%	\$0	\$1,667	\$0	\$0	\$16,378	\$0	\$1,892	\$133	\$30	\$12	\$0	\$147	\$213	0%	\$0	\$18,804	Control Point Listed; Max is \$15,888
Truckee Donner Public Utility District	General Manager	\$19,847	1.89%	\$375	\$0	\$29	\$0	\$20,251	\$0	\$2,689	\$167	\$33	\$14	\$4	\$0	\$900	0%	\$0	\$24,058	
Truckee Sanitary District	General Manager/Chief Engineer	\$15,282	8%	\$1,223	\$0	\$0	\$0	\$16,505	\$0	\$2,068	\$170	\$138	\$53	\$0	\$0	\$834	0%	\$0	\$19,767	PE required
<b>Labor Market Mean</b>		<b>\$16,349</b>						<b>\$17,195</b>											<b>\$19,700</b>	
<b>% TTAD is Above or Below Labor Market Mean</b>		<b>-27.05%</b>						<b>-33.62%</b>											<b>-29.99%</b>	
<b>Comparability</b>		<b>13</b>																		

**NOTES:**

Data effective as of 9/2016

\*Step 7 for staff positions and maximum of the range for management

Truckee Sanitary District- ER is self funded for vision insurance and reimburses up to \$200/year per family member for eye exam and \$350/year per family member for glasses/contacts. Amount listed is for EE, spouse and 1 dependent

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (K)	Total Compensation	Comments
Truckee Tahoe Airport District	Operations and Maintenance Supervisor		\$6,337	0%	\$0	\$0	\$0	\$0	\$6,337	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$92	0%	\$0	\$8,528	Step 7-Market used as max salary Mid Point Listed; Max is \$6,508; AAAE Airport Certified Employee - Airfield Lighting within 12 months; NIMS-700, NIMS-800, ICS-100, ICS-200, IS-907 within 6 months; ICS-300 within 12 months
Aspen Airport	Supervisor, Facilities	No Unions	\$5,501	0%	\$0	\$715	\$0	\$0	\$6,216	\$0	\$2,547	\$48	\$14	DNA	DNA	\$0	\$80	0%	\$0	\$8,905	No supervisor level- Maintenance Staff report to General Manager
Big Bear Airport	No Comparable Class																				
Centennial Airport	Operations Supervisor	No Unions	\$5,267	0%	\$0	\$369	\$0	\$0	\$5,635	\$0	\$915	\$86	\$19	\$26	\$2	\$0	\$403	0%	\$0	\$7,086	Mid Point Listed; Max is \$6,631; no supervisor level over maintenance; private pilot license preferred; completion of Advanced Airport Safety and Operations Specialist School preferred, NIMS ICS Certification and ARFF Certification preferred
Friedman Memorial Airport-Sun Valley	DNA																				
Monterey Peninsula Airport District	Maintenance Supervisor/Manager	Not Represented	\$7,744	0%	\$0	\$0	\$0	\$0	\$7,744	\$100	\$2,083	\$216	\$12	DNA	\$0	\$0	\$592	0%	\$0	\$10,748	
North Tahoe Public Utility District	Utility Operations Supervisor	Represented	\$8,577	1.5%	\$129	\$0	\$1	\$0	\$8,706	\$125	\$1,881	inc	inc	\$17	\$7	\$0	\$656	0%	\$0	\$11,391	D2, T2, and Collections Grade 2
Northstar Community Services District	Utilities Field Operations Supervisor	Represented	\$7,437	8%	\$595	\$0	\$372	\$0	\$8,404	\$0	\$1,892	\$112	\$7	\$12	\$0	\$0	\$108	0%	\$0	\$10,535	Maintenance Grade 2; AWWA Cross Connection Control Specialist or USC, FCCC & HR Cross Connection Control Specialist Certification (within 1 year)
Northstar Ski Resort	DNA																				
Reno-Tahoe Airport Authority	Operations Supervisor	Not Represented	\$6,489	0%	\$0	\$0	\$0	\$0	\$6,489	\$0	\$1,102	\$112	\$18	\$40	\$19	\$0	\$94	0%	\$0	\$7,874	Mid Point Listed; Max is \$8,167; Airfield Maintenance Supervisor paid less; Air Operations Area driver permit
Local Employer	Lift Maintenance Supervisor	No Unions	\$5,833	0%	\$0	\$0	\$0	\$0	\$5,833	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$446	0%	\$0	\$6,930	No spec available; Vehicle Maintenance Supervisor paid same
Tahoe City Public Utility District	No Comparable Class																				No supervisor level
Tahoe-Truckee Sanitation Agency	No Comparable Class																				
Town of Truckee	Street Maintenance Supervisor	Represented	\$6,419	0%	\$0	\$64	\$0	\$0	\$6,483	\$0	\$1,353	\$82	\$20	\$12	\$0	\$0	\$93	0%	\$0	\$8,042	Over Street and Snow Removal; Control Point Listed; Max is \$6,932
Truckee Donner Public Utility District	Water Distribution Foreman	Represented	\$8,525	1.89%	\$161	\$0	\$29	\$0	\$8,715	\$0	\$2,689	\$167	\$33	\$6	\$2	\$0	\$652	0%	\$0	\$12,264	T2, D4, Class A
Truckee Sanitary District	Collection Systems Maintenance Supervisor	No Unions	\$8,726	8%	\$698	\$0	\$0	\$0	\$9,424	\$0	\$2,068	\$170	\$138	\$53	\$0	\$0	\$668	0%	\$0	\$12,520	Grade 3 Wastewater Collection System Maintenance within 18 months
<b>Labor Market Mean</b>			\$7,052						\$7,365											\$9,630	
<b>% TTAD is Above or Below Labor Market Mean</b>			-11.28%						-16.23%											-12.92%	
<b>Comparability</b>			10																		

**NOTES:**  
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\*Step 7 for staff positions and maximum of the range for management  
Truckee Sanitary District- ER is self funded for vision insurance and reimburses up to \$200/year per family member for eye exam and \$350/year per family member for glasses/contacts. Amount listed is for EE, spouse and 1 dependent

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employer's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments	
Truckee Tahoe Airport District	Operations and Maintenance Worker II		\$4,308	0%	\$0	\$0	\$0	\$0	\$4,308	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$62	0%	\$0	\$6,470	Step 7-Market used as max salary	
Aspen Airport	Technician II-Facilities	No Unions	\$4,546	0%	\$0	\$591	\$0	\$0	\$5,136	\$0	\$2,547	\$48	\$14	DNA	DNA	\$0	\$66	0%	\$0	\$7,811	Mid Point Listed; Max is \$5,377; NIMS-700, NIMS-800, ICS-100, ICS-200, IS-907; ICS-300 or AAEA Airport Certified Employee - Airfield Lighting.	
Big Bear Airport	Maintenance Worker II	No Unions	\$4,853	7%	\$340	\$115	\$0	\$0	\$5,308	\$1,600	inc	inc	inc	DNA	\$9	\$0	\$70	0%	\$0	\$6,988		
Centennial Airport	Operations Specialist	No Unions	\$4,999	0%	\$0	\$350	\$0	\$0	\$5,349	\$0	\$915	\$86	\$19	\$24	\$1	\$0	\$382	0%	\$0	\$6,777	Mid Point Listed; Max is \$6,294; Maintenance Technician paid lower	
Friedman Memorial Airport-Sun Valley	DNA																					
Monterey Peninsula Airport District	Maintenance Worker	Not Represented	\$4,191	0%	\$0	\$0	\$0	\$0	\$4,191	\$100	\$2,083	\$216	\$12	DNA	\$0	\$0	\$321	0%	\$0	\$6,923		
North Tahoe Public Utility District	Equipment Operator II	Represented	\$5,791	1.5%	\$87	\$0	\$1	\$579	\$6,458	\$125	\$1,881	inc	inc	\$17	\$5	\$0	\$443	0%	\$0	\$8,928	Cert pay is 1.5% up to 10% max for educational courses.	
Northstar Community Services District	Utilities Service Worker	Represented	\$6,146	8%	\$492	\$0	\$307	\$0	\$6,945	\$0	\$1,892	\$112	\$7	\$12	\$0	\$0	\$89	0%	\$0	\$9,057	T1 within 1 year; D1 within 1; CWEXA GRADE 1 Sewer Collection System Maintenance certification within 1 year; T2 within 2 years of date of certification as T1; and O2 within 2 years of date of certification as D1; Class B within 6 months.	
Northstar Ski Resort	DNA																					
Reno-Tahoe Airport Authority	Airfield Technician II	Represented	\$4,496	0%	\$0	\$0	\$0	\$0	\$4,496	\$0	\$1,102	\$112	\$18	\$10	\$13	\$0	\$65	0%	\$0	\$5,817		
Local Employer	LIR Mechanic II	No Unions	\$4,507	0%	\$0	\$0	\$0	\$0	\$4,507	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$345	0%	\$0	\$5,502		
Tahoe City Public Utility District	Utility Operations Specialist II	Represented	\$6,501	0%	\$0	\$46	\$0	\$0	\$6,547	\$1,430	inc	inc	inc	\$13	\$12	\$0	\$497	1.59%	\$103	\$8,396	Class A, T1, D2, Grade II Collection System Maintenance	
Tahoe-Truckee Sanitation Agency	No Comparable Class																				Operate Wastewater Treatment Plant	
Town of Truckee	Street Maintenance Worker II	Represented	\$4,789	0%	\$0	\$48	\$0	\$0	\$4,837	\$0	\$1,353	\$82	\$20	\$12	\$0	\$0	\$69	0%	\$0	\$6,373	Class B; Control Point Listed; Max is \$5,172	
Truckee Donner Public Utility District	Water Service Technician	Represented	\$7,013	1.89%	\$133	\$0	\$29	\$0	\$7,175	\$0	\$2,689	\$167	\$33	\$5	\$2	\$0	\$536	0%	\$0	\$10,607		
Truckee Sanitary District	Collection Systems Maintenance Worker 2	No Unions	\$6,302	8%	\$511	\$0	\$0	\$0	\$6,903	\$0	\$2,068	\$170	\$138	\$53	\$0	\$0	\$489	0%	\$0	\$9,821	Grade 2 Wastewater Collection System Maintenance	
Labor Market Mean			\$5,352						\$5,654											\$7,750		
% TTAD is Above or Below Labor Market Mean			-24.24%						-31.26%												-19.79%	
Comparability			12																			

**NOTES:**  
 Data effective as of 9/2016  
 \*Step 7 for staff positions and maximum of the range for management  
 Town of Truckee- ER contribution towards deferred compensation requires 9 years of service  
 Truckee Sanitary District- ER is self funded for vision insurance and reimburses up to \$200/year per family member for eye exam and \$350/year per family member for glasses/contacts. Amount listed is for EE, spouse and 1 dependent

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments
Truckee Tahoe Airport District	Operations and Maintenance Worker III		\$4,984	0%	\$0	\$0	\$0	\$0	\$4,984	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$72	0%	\$0	\$7,156	Step 7-Market used as max salary
Aspen Airport	Lead- Facilities	No Unions	\$4,774	0%	\$0	\$621	\$0	\$0	\$5,394	\$0	\$2,547	\$48	\$14	DNA	DNA	\$0	\$69	0%	\$0	\$8,072	Mid Point Listed; Max is \$5,647; Lead-Operations is paid same; AAAE Airport Certified Employee - Airfield Lighting; NIMS-700, NIMS-800, ICS-100, ICS-200, ICS-300, IS 907.
Big Bear Airport	Maintenance Worker III	No Unions	\$5,547	7%	\$388	\$115	\$0	\$0	\$6,050	\$1,600	inc	inc	inc	DNA	\$9	\$0	\$80	0%	\$0	\$7,739	
Centennial Airport	Senior Maintenance Technician	No Unions	\$4,999	0%	\$0	\$350	\$0	\$0	\$5,349	\$0	\$915	\$86	\$19	\$24	\$1	\$0	\$382	0%	\$0	\$6,777	Mid Point listed; Max is \$6,294- can be assigned to Administration, Fleet Maintenance or Grounds/Facilities
Friedman Memorial Airport-Sun Valley	DNA																				
Monterey Peninsula Airport District	Maintenance Lead Worker	Not Represented	\$5,120	0%	\$0	\$0	\$0	\$0	\$5,120	\$100	\$2,083	\$216	\$12	DNA	\$0	\$0	\$392	0%	\$0	\$7,923	
North Tahoe Public Utility District	Fleet Coordinator/Equipment Mechanic	Represented	\$5,779	1.5%	\$87	\$0	\$1	\$578	\$6,444	\$125	\$1,881	inc	inc	\$17	\$5	\$0	\$442	0%	\$0	\$8,914	Class A within 6 months; Cert pay is 1.5% up to 10% max for educational courses.
Northstar Community Services District	Senior Utilities Worker	Represented	\$6,761	8%	\$541	\$0	\$338	\$0	\$7,640	\$0	\$1,892	\$112	\$7	\$12	\$0	\$0	\$98	0%	\$0	\$9,761	T3 within 1 year; O2 within 1 year; CWEA C-2 Collection System Maintenance within 1 year; and Class B
Northstar Ski Resort	DNA																				
Reno-Tahoe Airport Authority	Airfield Technician V	Represented	\$5,616	0%	\$0	\$0	\$0	\$0	\$5,616	\$0	\$1,102	\$112	\$18	\$10	\$13	\$0	\$81	0%	\$0	\$6,953	
Local Employer	Equipment Mechanic III	No Unions	\$4,680	0%	\$0	\$0	\$0	\$0	\$4,680	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$358	0%	\$0	\$5,688	No spec available
Tahoe City Public Utility District	Operations Technician-Mechanic	Represented	\$7,325	0%	\$0	\$51	\$0	\$0	\$7,376	\$1,430	inc	inc	inc	\$13	\$14	\$0	\$560	1.59%	\$116	\$9,277	Class A, ASE certificates are desired
Tahoe-Truckee Sanitation Agency	No Comparable Class																				
Town of Truckee	Equipment Mechanic II	Represented	\$6,113	0%	\$0	\$61	\$0	\$0	\$6,175	\$0	\$1,353	\$82	\$20	\$12	\$0	\$0	\$89	0%	\$0	\$7,729	Control Point Listed; Max is \$6,602, Class B
Truckee Donner Public Utility District	Mechanic	Represented	\$6,679	1.89%	\$126	\$0	\$29	\$0	\$6,834	\$0	\$2,689	\$167	\$33	\$5	\$2	\$0	\$511	0%	\$0	\$10,240	Class A
Truckee Sanitary District	Fleet and Heavy Equipment Mechanic	No Unions	\$7,140	8%	\$571	\$0	\$0	\$0	\$7,711	\$0	\$2,068	\$170	\$138	\$53	\$0	\$0	\$546	0%	\$0	\$10,686	Class B, ASE certificates are desired
<b>Labor Market Mean</b>			<b>\$5,878</b>						<b>\$6,199</b>											<b>\$8,313</b>	
<b>% TTAD is Above or Below Labor Market Mean</b>			<b>-17.93%</b>						<b>-24.38%</b>											<b>-16.18%</b>	
<b>Comparability</b>			<b>12</b>																		

**NOTES:**  
 Data effective as of 9/2016  
 \*Step 9 for staff positions and maximum of the range for management  
 \*Step 9 for staff positions and maximum of the range for management  
 Town of Truckee: ER contribution towards deferred compensation requires 9 years of service  
 Truckee Sanitary District: ER is self funded for vision insurance and reimburses up to \$200/year per family member for eye exam and \$350/year per family member for glasses/contacts. Amount listed is for EE, spouse and 1 dependent

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employee's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments	
Truckee Tahoe Airport District	Pilot and Passenger Outreach Coordinator		\$5,998	0%	\$0	\$0	\$0	\$0	\$5,998	\$0	\$1,873	\$163	\$50	\$14	\$0	\$0	\$87	0%	\$0	\$8,185	Step 7-Market used as max salary (used Aviation and Community Services Associate III	
Aspen Airport	No Comparable Class																					
Big Bear Airport	No Comparable Class																					
Centennial Airport	No Comparable Class																					
Friedman Memorial Airport-Sun Valley	DNA																					
Monterey Peninsula Airport District	No Comparable Class																					
North Tahoe Public Utility District	No Comparable Class																					
Northstar Community Services District	No Comparable Class																					
Northstar Ski Resort	DNA																					
Reno-Tahoe Airport Authority	No Comparable Class																					
Local Employer	No Comparable Class																					
Tahoe City Public Utility District	No Comparable Class																					
Tahoe-Truckee Sanitation Agency	No Comparable Class																					
Town of Truckee	No Comparable Class																					
Truckee Donner Public Utility District	No Comparable Class																					
Truckee Sanitary District	No Comparable Class																					
Labor Market Mean				Insuff Data																Insuff Data	Insuff Data	
% TTAD is Above or Below Labor Market Mean				---																---	---	
Comparability				0																		

NOTES:  
Data effective as of 9/2016  
\*Step 7 for staff positions and maximum of the range for management

Surveyed Agency	Classification Title	Represented by a Union	Maximum Salary*	Employee's Portion of Retirement Paid by Employer (%)	Employee's Portion of Retirement Paid by Employer (\$)	Deferred Comp	Longevity Pay at Yr. 10	Cert/Ed Pay	Total Cash	Cafeteria	Health	Dental	Vision	Life Insurance	LTD	RHSA	Social Security	Employer's Portion of Retirement Paid by Employee (%)	Employer's Portion of Retirement Paid by Employee (%)	Total Compensation	Comments	
<b>Truckee Tahoe Airport District</b>	<b>Staff Accountant</b>		<b>Market Check</b>						<b>Market Check</b>											<b>Market Check</b>		
Aspen Airport	No Comparable Class																					
Big Bear Airport	Office Manager	No Unions	\$5,200	7%	\$364	\$115	\$0	\$0	\$5,679	\$1,600	inc	inc	inc	DNA	\$9	\$0	\$75	0%	\$0	\$7,363		
Centennial Airport	Accountant	No Unions	\$5,267	0%	\$0	\$369	\$0	\$0	\$5,635	\$0	\$915	\$86	\$19	\$26	\$2	\$0	\$403	0%	\$0	\$7,086	Mid Point Listed; Max is \$6,631	
Friedman Memorial Airport-Sun Valley	DNA																					
Monterey Peninsula Airport District	Staff Accountant	Not Represented	\$6,886	0%	\$0	\$0	\$0	\$0	\$6,886	\$100	\$2,083	\$216	\$12	DNA	\$0	\$0	\$527	0%	\$0	\$9,824		
North Tahoe Public Utility District	General Ledger Accountant	Represented	\$5,880	1.5%	\$88	\$0	\$1	\$588	\$6,557	\$125	\$1,881	inc	inc	\$17	\$5	\$0	\$450	0%	\$0	\$9,034	Cert pay is 1.5% up to 10% max for educational courses.	
Northstar Community Services District	No Comparable Class																					
Northstar Ski Resort	DNA																					
Reno-Tahoe Airport Authority	Accountant	Not Represented	\$5,514	0%	\$0	\$0	\$0	\$0	\$5,514	\$0	\$1,102	\$112	\$18	\$34	\$16	\$0	\$80	0%	\$0	\$6,876	Mid Point Listed; Max is \$6,730	
Local Employer	Staff Accountant	No Unions	\$5,000	0%	\$0	\$0	\$0	\$0	\$5,000	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$383	0%	\$0	\$6,033	No spec available	
Tahoe City Public Utility District	Accountant II	Not Represented	\$6,698	0%	\$0	\$47	\$0	\$0	\$6,745	\$1,430	inc	inc	inc	\$13	\$13	\$0	\$512	1.59%	\$106	\$8,606		
Tahoe-Truckee Sanitation Agency	Accountant III	No Unions	\$8,056	8%	\$644	\$0	\$0	\$0	\$8,700	\$83	\$2,312	\$195	\$33	\$38	\$0	\$0	\$117	0%	\$0	\$11,478		
Town of Truckee	Accountant II	Represented	\$6,419	0%	\$0	\$64	\$0	\$0	\$6,483	\$0	\$1,353	\$82	\$20	\$12	\$0	\$0	\$93	0%	\$0	\$8,042	Control Point Listed; Max is \$6,932	
Truckee Donner Public Utility District	No Comparable Class																				Senior Accountant/Analyst is advanced journey level	
Truckee Sanitary District	No Comparable Class																					
<b>Labor Market Mean</b>			<b>\$6,102</b>																		<b>\$6,355</b>	<b>\$8,260</b>
<b>% TTAD is Above or Below Labor Market Mean</b>			<b>Market Check</b>																		<b>Market Check</b>	<b>Market Check</b>
<b>Comparability</b>			<b>9</b>																			

**NOTES:**  
Data effective as of 9/2016  
\*Step 7 for staff positions and maximum of the range for management  
Town of Truckee- ER contribution towards deferred compensation requires 9 years of service