

BRYCE
CONSULTING

TRUCKEE TAHOE AIRPORT DISTRICT
CLASSIFICATION & COMPENSATION REPORT

September 2024

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SECTION I - INTRODUCTION

The Truckee Tahoe Airport District retained Bryce Consulting to conduct a District-wide classification and compensation study. This report presents the classification and compensation study results for the District. This introductory section of the report addresses the classification and compensation study objectives and methodology.

This report includes:

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| Section I | Introduction |
| Section II | Classification Conceptual Framework |
| Section III | Classification Plan Allocations |
| Section IV | Classification Specifications |
| Section V | FLSA Analysis |
| Section VI | Compensation Survey Parameters |
| Section VII | Compensation Survey Results |
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STUDY OBJECTIVES

Classification Study:

In conducting the classification phase of the study, Bryce Consulting, had the following major objectives:

- To systematically describe in the classification plan the kind of work currently performed by employees and the level of responsibility and difficulty of that work.
- To develop a classification structure that reflects the District's overall classification and compensation strategy and includes the clear definition of terms.
- To allocate each position to the appropriate class based on the duties and responsibilities assigned at the time the position was studied.
- To revise class specifications as needed.

Compensation Study

In conducting the compensation phase of the study, Bryce Consulting, had the following major objectives:

- Recommend classifications to survey.
- Collect and analyze salary and benefit data for the selected survey classes from the identified labor market.
- Develop a salary plan for all District classes using market data and internal relationships to ensure parity to the labor market and internal equity within the organization.

STUDY METHODOLOGY

To achieve the above objectives, the following tasks have occurred:

Classification Study:

- The consultant met with the General Manager and Human Resources Manager/District Clerk to review the study scope and methodology.
- The consultant conducted virtual employee orientations with all available employees included within the scope of the study to discuss the study objectives and procedures. At that time, Position Inventory Questionnaires were distributed to employees to complete regarding their current position.
- Upon independent completion of the questionnaire by the employees, management reviewed the questionnaires for accuracy and provided additional comments. The consultant then conducted a preliminary analysis of the information provided by the employee and management.
- The consultant conducted interviews with all available employees, in addition to management staff. The purpose of these interviews was to gain clarification and additional information regarding each position.

- Thereafter, the consultant revised the class specifications as necessary. Human Resources and management staff then reviewed the draft of the classification plan along with the new or revised class specifications.
- Employees were provided an opportunity to review the classification recommendation and draft job description for their position and provide additional information and/or ask questions.
- Following the review process, the plan was finalized and submitted to the District for review and adoption.

Compensation Study:

- In consultation with the District, the consultant selected the classifications to be surveyed for compensation purposes, solicited salary and benefit information from the identified survey agencies, reviewed and analyzed the data, and followed up with the survey agencies as needed to gain clarification.
- Once the data was collected and analyzed, the consultant met with the General Manager and Human Resources Manager/District Clerk to review the findings. Once this review process was completed, the data was finalized and presented to the Board of Directors.

SECTION II – CLASSIFICATION CONCEPTUAL FRAMEWORK

This section of the report presents a conceptual framework for the classification plan. The classification analysis as applied to positions within the District used sound principles of job evaluation and job analyses. The classifications reflect distinct differences in levels and types of work as determined through the use of established allocation factors and class concepts.

The classifications emerging from the analysis represent a carefully designed classification structure tailored to the needs of the District. While the District is a relatively stable organization, it is one that needs classifications that provide flexibility. Within these job classes are positions that require a full range of knowledge, skills, and abilities to successfully accomplish a wide array of managerial, professional, technical, operations/maintenance, and administrative support assignments. The class concepts as outlined on the following pages accommodate these diverse needs and requirements in a manner that encourages the highest degree of management flexibility possible. At the same time, these class concepts reflect organizational consistency within job series. Finally, the proposed classifications emphasize the duties performed and responsibility exercised as documented through the job analysis process. This section elaborates upon these, and other classification concepts used to build the proposed classification plan. The concepts addressed include the following:

- Classification Levels**
- Class Series**
- Flexible Staffing**
- Titling of Supervisory and Management Job Classes**
- Class Specification Format**
- Definitions of Levels of Supervision**
- Allocation Factors**

CLASSIFICATION LEVELS

Position classification represents the grouping of jobs within the District into a systematic classification structure based on the interrelationship of the duties performed, nature and level of responsibilities and other work-related requirements of the jobs. Within the overall classification plan it is possible to generally categorize each classification according to the following possible levels:

Class Level

Entry

Journey

Coordinator

Supervisor

Manager

Assistant Department Head

Department Head

Within each job family, there may exist a classification at every level or only at selected levels. The levels within a job family reflect the organization and should be tailored to that organization's needs and priorities. For instance, there are areas where it is to the District's advantage to fill positions at a fully working journey level. There is no need for functions to be performed at the entry level. Therefore, there would be no entry level classification in that job family. Furthermore, it is important to note that while two job families may both contain, for example, a journey level classification, the two journey level classes will likely be treated differently for compensation purposes. Distinctions between class levels for all types of job families may be expressed in terms of the general amount of responsibility to be assumed within each class level. The following subsections generally define the responsibilities to be assumed at each class level identified.

Entry level classes are designed to provide an on-the-job training opportunity to an employee who has limited directly related work experience and is not yet prepared to perform the full range of work assigned to the journey level class.

Journey level classes are designed to recognize those positions which require the incumbent to perform a broad range of tasks usually under general supervision. A journey level position is fully trained in the scope of duties associated with this level.

The **Coordinator** level describes classes that have overall responsibility for a program area within a department.

The **Supervisor** level class recognizes full, first-line supervisory positions that plan, assign, and evaluate the work of subordinates and are responsible for a program area within a work unit or department.

The **Manager** level class recognizes positions that provide full line and functional management responsibility for an assigned program.

The **Assistant Department Head** level recognizes positions with responsibility for serving as line assistants to a department director and assuming responsibility for either multiple divisions or a major division in a large department and in addition, performing general administrative tasks for a department director that affect the entire department.

The **Department Head** level class recognizes positions with full responsibility for the administration of a department.

CLASS SERIES – OFFICE SUPPORT AND OPERATIONS AND MAINTENANCE

A class series is a set of two or more classes within a job family that are closely related in terms of work performed and distinguished primarily by the level of responsibility and scope of duties assumed. Within a class series it is possible to distinguish general categories or levels based upon factors such as the scope of responsibility assumed, the training and experience required to perform assigned duties, and the nature of supervision received and exercised. Also, common titling designations are generally used to clearly define the applicable class level. The following subsections indicate for each of the defined class levels in the office support and operations and maintenance class series the titling distinctions, scope of duties assumed, the general experience and training required, and the nature of supervision received and exercised which typically reflect each level.

ENTRY LEVEL -- "I" CLASSES -- Entry level classes provide on-the-job training to employees with limited related work experience. Assignments are generally limited in scope and are performed within a procedural framework established by higher level employees. As experience is acquired, the employee performs with less immediate supervision.

JOURNEY LEVEL -- "II" OR "NO DESIGNATION" CLASSES -- Journey level classes recognize positions that require the incumbent to work under general supervision and within a framework of established procedures. Incumbents are expected to perform the full range of duties with only occasional instruction or assistance. Positions at this level frequently work outside the immediate proximity of a supervisor. A journey level position is fully trained in the scope of duties associated with this level and work is normally reviewed only on completion and for overall results.

FLEXIBLE STAFFING

Associated with the above described class series is the practice of flexible staffing. The District may choose to flexibly staff positions within a class series containing an entry and a journey level position. Flexible staffing gives the District the flexibility to hire employees at the entry level or the journey level depending upon applicant qualifications and staffing needs. Positions budgeted at the journey level and encompassing full journey level work would normally be filled at the entry level when they become vacant, unless the needs of the District require that the position be filled at the journey level. The distinction between the entry level and the journey level is based upon the degree of responsibility to which an incumbent is expected to perform rather than on the types of duties assigned. After gaining the experience and knowledge to perform the full range or journey level tasks and fulfilling any special requirements for the journey level, the employee could reasonably expect to progress to the journey level based upon the judgment of management. It is emphasized that flexible staffing does not preclude the District from identifying certain positions in the class that contain primarily routine and repetitive tasks and assigning those positions to the entry level permanently. In these cases, the employee at the entry level could not reasonably expect to advance to the journey level while in the assigned position.

Advancement to the advanced journey level would be achieved through competitive selection rather than the more routine promotion from the entry to the journey level under the flexible staffing concept. However, should the District choose not to flexibly staff a given class series, appointment to the journey level would also be done through the traditional competitive selection method. The following classes are recommended for flexible staffing:

Accountant I/II
Operations and Maintenance Technician I/II

TITLING OF COORDINATOR, SUPERVISORY AND MANAGEMENT JOB CLASSES

To promote consistency in position titling both within the District and in relationship to other public agencies, we suggest specific titles be used to reflect organization responsibilities and levels. The titles recommended for supervisory and management classifications are defined as follows:

COORDINATOR -- Where the word "Coordinator" appears in a job title, it identifies classes that:

- Under the direction of management staff, develop, implement and coordinate a complete program area.

- Provide full technical support over a program area.
- Develop and implement program procedures and policies.
- Contact, coordinate, and liaison with outside agencies and organizations related to the program.
- Represent the department at outside events and activities related to the program.
- May develop and monitor program budget.
- Assist the department head in the administrative aspects of the program (i.e., forecasting, strategic planning, etc.).

SUPERVISOR -- Where the word "Supervisor" appears in a job title, it identifies classes that:

- Provide full, first-line, direct supervision to assigned employees.
- Plan, assign, supervise, and review the work of subordinates.
- Assume responsibility for program development and management.
- Assume responsibility for effectively recommending a variety of personnel actions in such areas as performance evaluations, training, selections, transfers, and disciplinary measures.
- Perform the most difficult and complex work of the section or unit.
- Assist in budget development and administration.

MANAGER -- Where the word "Manager" appears in the job title, it identifies classes that:

- Assume full line and functional management responsibility for multiple, varied functions.
- Assume responsibility for the development and implementation of program goals, objectives, policies, and priorities.
- May assume responsibility for the preparation and administration of an assigned program budget.

DEPUTY DIRECTOR– Where the words “Deputy Director” appear in the job title, it identifies classes that:

- Assume full line and functional management responsibility for the activities of either multiple divisions or a major division within a large department including multiple, varied functions.
- Assume responsibility for serving as an assistant to a department director.
- Assume responsibility for the development and implementation of division goals, objectives, policies, and priorities.
- Assume responsibility for the preparation and administration of an assigned division budget.
- Assume significant responsibility for a variety of divisional personnel activities including performance evaluations, training, selections, and disciplinary actions.
- Perform substantial administrative tasks in support of a department director that affect the entire department

DIRECTOR -- Where the word "Director" appears in a job title, it denotes the administrative head of a major department who:

- Assumes responsibility for the development and implementation of department goals, objectives, policies and priorities.
- Assumes responsibility for preparation and administration of department budget.
- Provides supervision over staff.

EXCEPTIONS TO TITLING GUIDELINES

At times, a title has been recommended that uses terminology that may appear inconsistent with the recommended titling guidelines. The recommended title in these instances conforms to titles used conventionally within the respective industry, trade or profession or history within the District (e.g., District Clerk). Nothing in this report will preclude the District from using working titles in individual employees' day-to-day business activities.

CLASS SPECIFICATIONS FORMAT

The class specifications for the proposed job classes as outlined in this report are descriptive and explanatory in defining classes. Each class specification may contain all or part of the following information:

Class Title - The class title is a brief and descriptive designation of the type of work performed. The class title on payrolls, budgets, personnel reports and other official forms and reports dealing with positions or personnel will provide a common reference to the position. The class title is selected to serve this purpose and is not to be construed as limiting the use of working titles.

Definition - This section is a general description of the work and includes a brief, concise definition of the primary responsibilities assigned to positions in the class.

Distinguishing Characteristics - This section describes the level of work, often in relation to higher or lower classes in the same series or job family.

Supervision Received and Exercised - This section describes the level of supervision received and exercised by positions in the class. For a definition of the terms used to denote levels of supervision, see the next part of this section.

Examples of Essential Duties - This section is intended to enable the reader to obtain a more complete concept of the actual work performed by positions allocated to the class and typical tasks which are common to positions of the class are listed. These examples show, further, the range of duties performed by positions in the class. The list is descriptive, but not limiting, and is not intended to describe all the work performed by all positions allocated to the class. This section merely serves to illustrate the more typical portions of the work. The statement "Perform related duties as assigned" is included in all class specifications to provide flexibility to management in assigning duties.

Minimum Qualifications - This section lists those knowledge and abilities that the duties of the class require and that applicants for positions in the class at a minimum must possess to be qualified.

Also included are the desirable levels of experience and education and/or training most likely to produce the desired knowledge and abilities. It should be stressed that

this section does not in any way refer to the qualifications of present employees. Personal characteristics commonly required of all employees should not be listed since they are to be implied as required qualifications for all classes.

License and/or Certificates - In certain classifications, legal or special provisions require possession of a specific license or certification issued by a Board of Licensure as a condition of employment or continued employment. These requirements will appear on the class specification under the section entitled License and/or Certificates.

Working Environment - This section provides an idea of the typical working environment positions within the classification will experience.

CLASSIFICATION SPECIFICATION FORMAT

TAHOE TRUCKEE AIRPORT DISTRICT

Job Description

CLASS TITLE

FLSA

DEFINITION

DISTINGUISHING CHARACTERISTICS

SUPERVISION RECEIVED AND EXERCISED

EXAMPLES OF ESSENTIAL DUTIES - *Duties may include, but are not limited to, the following:*

MINIMUM QUALIFICATIONS

Knowledge of:

Ability to:

EXPERIENCE AND TRAINING

Any combination of experience and training that would provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

Experience:

Training:

License and/or Certificate

WORKING ENVIRONMENT

DEFINITIONS OF LEVELS OF SUPERVISION

The following terms may be used to denote the levels of supervision received and exercised by positions in the various classes of work:

DIRECT SUPERVISION - The basic characteristics of direct supervision are the assignment of tasks; the observance, review, and evaluation of performance; the administration of line personnel functions (e.g., selection, discipline, grievances, privileges); and responsibility for the worker, as well as the work. The gradations of direct supervision are described below in terms of supervision received by employees.

- **Immediate Supervision** - The employee works in the presence of his/her supervisor or in a situation of close control and easy reference. Work assignments are given with explicit instructions or are so routinized that few, if any, deviations from established practice are made without checking with the supervisor. This type of supervision generally is exercised over the entry level in a series.
- **General Supervision** - Assigned duties require the exercise of judgment or choice among possible actions, sometimes without clear precedents and with concern for the consequences of the action. The employee may or may not work in proximity to his/her supervisor. This type of supervision typically pertains to the journey levels in a clerical or operations/maintenance class series and the entry level in professional class series.
- **Direction** - The employee receives general instructions regarding the scope of and approach to projects or assignments, but procedures and techniques are left to the discretion of the employee. This category is usually applied to advanced journey level clerical and operations/maintenance classes in which employees are expected to operate with a reasonable degree of independence and journey level of professional classes.
- **General Direction** -- The employee is responsible for a program or function(s) and is expected to carry out necessary activities without direction except as new or unusual circumstances require. This category is usually reserved for supervisory.
- **Administrative Direction** -- The employee has broad management responsibility for a large program or set of related functions. Administrative direction is usually received in terms of goals; review is received in terms of results. This category is usually reserved for management positions.

- **Policy Direction** -- The employee has broad management responsibility for a department. Policy direction is usually received in terms of District-wide goals; review is received in terms of results. This category is usually reserved for department heads and the General Manager.

INDIRECT SUPERVISION -- Indirect supervision is characterized by some form of authority over the work of employees not under direct supervision. In other words, the "Supervisor" is responsible for the work but not for the worker. The descriptions above were written in relation to the employee under direct supervision; the following describes persons with responsibility for exercising indirect supervision:

- **Technical Supervision** - The "Supervisor" is responsible for prescribing procedures, methods, materials, and formats as a technical expert in a specialty. He/she may produce or approve specifications, guides, lists, or directions. He/she may give direction to employees, but usually on "how" and "why" and does not assign tasks or observe and evaluate performance. "Technical supervision" is related to an occupational specialty or function--not to specified employees.
- **Functional Supervision** - The "Supervisor" is responsible for a project or recurrent activities which involve tasks performed by persons over whom he/she has authority to give direction in regard to that project, even though they are under the direct supervision of someone else. "Functional supervision" may include "technical supervision" but goes beyond it in that the supervisor schedules and assigns tasks, monitors progress, reviews results, evaluates the employee regarding area of assignment, and is the person responsible for the completed work product.

ALLOCATION FACTORS

Allocation factors are standards that are used to measure job requirements of individual positions. These factors can be compared in order to measure the similarities and differences among positions. The allocation factors used to develop the District's Classification Plan are:

Decision Making
Scope and Complexity
Contact with Others Required by the Job
Supervision Exercised and Received
Knowledge, Skills and Abilities

These criteria are briefly defined below:

Decision Making

This standard consists of (a) the decision-making responsibility and degree of independence or latitude that is inherent in the position and (b) the impact of the decisions.

Scope and Complexity

This standard defines the breadth and difficulty of the assigned function or program responsibility inherent in the classification.

Contact with Others Required by the Job

These standard measures (a) the types of contacts and (b) the purpose of the contacts.

Supervision Received and Exercised

This standard describes the level of supervision received from others and the nature of supervision provided to other workers. It relates to the independence of action inherent in a position.

Knowledge, Skills and Abilities

This standard defines the knowledge, skills and abilities necessary to perform assigned responsibilities.

These allocation factors are carefully and consistently applied during the analysis of each position included in the scope of the study. They are then compared with the same elements in positions that involve similar kinds of work. Not all factors will be as pertinent to all positions and each factor is analyzed in accordance with the importance of that particular factor to the kind of job under study. Consideration of these allocation factors leads to the identification of various classes. More specifically, positions are typically divided first into classification families and series that involve the same kind of work and then subdivided into classes based on levels of responsibility within each group.

Positions are classified according to the nature and kind of duties assigned to the position. The assignment of additional duties of a similar nature to a position does not justify a higher classification. Redistributing work or adding employees, not by reclassifying existing positions, properly solves problems of excessive workload.

SECTION III - CLASSIFICATION PLAN ALLOCATIONS

This section presents the preliminary classification plan. As such, it includes a proposed classification list.

ALLOCATION OF POSITIONS TO CLASSES

Each position included in the scope of the study has been allocated to an appropriate class within the recommended classification plan. The allocation list can be found in **Appendix A**. It should be noted that changes in titles do not necessarily represent a major change in duties or responsibilities. In the same vein, the retention of a job title currently in use does not always indicate that the job specification for that class will remain unchanged.

The consultant has recommended a change to the Aviation and Community Services Manager – Information Technology in an effort to shorten and simplify the title (Information Technology Manager). In addition, it is recommended that the classifications of Aviation and Community Services Manager – Property and Aviation and Community Services Manager – Public Relations be changed to coordinators with streamlined titles (Property Coordinator and Public Relations Coordinator). For the Aviation and Community Services Program Coordinator – Aviation Community Outreach, a title of Outreach Coordinator is recommended. For future succession planning, a Deputy General Manager and Deputy Director of Operations and Maintenance have been created. Lastly, the consultant created a Noise Annoyance/Information Technology Technician classification to handle noise complaints and provide back up to the Information Technology Manager on the more routine information technology support tasks.

CLASS LIST

The proposed classification plan includes the following classes:

Accountant I/II
Accounting Technician
Airport Safety and Security Manager
Deputy Director of Operations and Maintenance
Deputy General Manager
Director of Airport Operations and Maintenance
Director of Aviation
Director of Finance and Administration
Facility Maintenance Manager

Human Resources Manager/District Clerk
Information Technology Manager
Noise/Information Technology Technician
Operations and Maintenance Specialist
Operations and Maintenance Supervisor
Operations and Maintenance Technician I/II
Outreach Coordinator
Property Coordinator
Public Relations Coordinator
Senior Accountant

SECTION IV - CLASSIFICATION SPECIFICATIONS

Bryce Consulting has developed class specifications describing the classes recommended in the preceding section. These specifications are written to be general descriptions of the main focus of the assigned duties and responsibilities and are not inclusive of every task assigned to a position. The complete job descriptions have been provided to the District under separate cover.

SECTION V – FLSA ANALYSIS

Bryce was asked to conduct an FLSA Analysis for District classifications. The following contains the analysis and recommendations. The Fair Labor Standards Act and the corresponding Code of Federal Regulations sets forth the criteria for the determining whether an employee is exempt from the wage and hour requirements of the FLSA. The FLSA regulations provide for three broad and a specific occupational category of exempt employees. In California, there are three factors that must all be in place in order for an employee to be classified as exempt from overtime to include:

Salary Threshold – The salary threshold in California is two times the state minimum wage. For 2024, the employee must earn at least \$1,280 per week, or \$66,560 annually, exclusive of board, lodging, and other facilities.

Salary Basis – The salary basis describes how an exempt employee is to be paid, what can be deducted from the employee’s pay and what cannot be deducted. Violating the salary basis by making an improper deduction from an exempt employee’s pay could potentially invalidate the exemption. If an employee is not paid correctly according to the salary basis, they cannot be considered an exempt employee.

Duties Test – In California, the duties test is interpreted to mean that the employee must be performing exempt level work more than 50% of the time in the workweek. It is not determined by the job title or by the job description. It is determined by what the employee actually does during the workday. In California, if an employee is not performing exempt level work more than 50% of the time, they cannot be considered an exempt employee.

Exempt employees are classified under a specific exemption. In California these are the Administrative exemption, the Executive exemption, Professional, and Computer exemptions.

ANALYSIS

1. EXECUTIVE EXEMPTION

To qualify for the executive employee exemption, all of the following tests must be met:

- The employee must earn a monthly salary equivalent to at least two times the state minimum wage for full-time employment. “Full-time employment” is defined as 40 hours per week. In order to qualify as an exempt employee in California in 2024, the employee must earn at least \$1,280 per week, or \$66,560 annually, exclusive of board, lodging, and other facilities.
- The employee’s primary duty must involve the management of the enterprise in which he or she is employed or of a customarily recognized department or subdivision thereof;
- The employee must customarily and regularly direct the work of two or more other employees;
- The exempt executive employee must either have the authority to hire or fire other employees or his or her suggestions as to hiring or firing, advancement and promotion, or any other change of status of other employees must be given particular weight; *and*
- The employee must customarily and regularly exercise discretion and independent judgment.

Primary Duty - “Primary duty” means the principal, main, major or most important duty that the employee performs. Determination of an employee’s primary duty must be based on all the facts in a particular case, with the major emphasis on the character of the employee’s job as a whole.

Management - Generally, “management” includes, but is not limited to, activities such as interviewing, selecting, and training of employees; setting and adjusting their rates of pay and hours of work; directing the work of employees; maintaining production or sales records for use in supervision or control; appraising employees’ productivity and efficiency for the purpose of recommending promotions or other changes in status; handling employee complaints and grievances; disciplining employees; planning the work; determining the techniques to be used; apportioning the work among the employees; determining the type of materials, supplies, machinery, equipment or tools to be used or merchandise to be bought, stocked and sold; controlling the flow and distribution of materials or merchandise and supplies; providing for the safety and security of the employees or the property; planning and controlling the budget; and monitoring or implementing legal compliance measures.

Department or Subdivision - The phrase “a customarily recognized department or subdivision” is intended to distinguish between a mere collection of employees assigned from time to time to a specific job or series of jobs and a unit with permanent status and function.

Customarily and Regularly - The phrase “customarily and regularly” means greater than occasional but less than constant; it includes work normally done every workweek, but does not include isolated or one-time tasks.

Two or More - The phrase “two or more other employees” means two full-time employees or their equivalent. For example, one full-time and two half-time employees are equivalent to two full-time employees. The supervision can be distributed among two, three or more employees, but each such employee must customarily and regularly direct the work of two or more other full-time employees or the equivalent. For example, a department with five full-time nonexempt workers may have up to two exempt supervisors if each supervisor directs the work of two of those workers.

Particular Weight - Factors to be considered in determining whether an employee’s recommendations as to hiring, firing, advancement, promotion or any other change of status are given “particular weight” include, but are not limited to, whether it is part of the employee’s job duties to make such recommendations, and the frequency with which such recommendations are made, requested, and relied upon. Generally, an executive’s recommendations must pertain to employees whom the executive customarily and regularly directs. It does not include occasional suggestions. An employee’s recommendations may still be deemed to have “particular weight” even if a higher level manager’s recommendation has more importance and even if the employee does not have authority to make the ultimate decision as to the employee’s change in status.

2. ADMINISTRATIVE EXEMPTION

To qualify for the administrative employee exemption, all of the following tests must be met:

- The employee must earn a monthly salary equivalent to at least two times the state minimum wage for full-time employment. “Full-time employment” is defined as 40 hours per week. In order to qualify as an exempt employee in California in 2024, the employee must earn at least \$1,280 per week, or \$66,560 annually, exclusive of board, lodging, and other facilities.
- The employee’s primary duty must be the performance of office or nonmanual work directly related to management policies or general business operations of his or her employer or his or her employer’s customers; OR functions in the administration of a school system, in an educational establishment or institution, or of a department or subdivision thereof, in work directly related to the academic instruction or training.

- The employee must customarily and regularly exercise discretion and independent judgment with respect to matters of significance.

Primary Duty - “Primary duty” means the principal, main, major or most important duty that the employee performs. Determination of an employee’s primary duty must be based on all the facts in a particular case, with the major emphasis on the character of the employee’s job as a whole.

Directly Related to Management or General Business Operations - To meet the “directly related to management or general business operations” requirement, an employee must perform work directly related to assisting with the running or servicing of the business, as distinguished, for example from working on a manufacturing production line or selling a product in a retail or service establishment. Work “directly related to management or general business operations” includes, but is not limited to, work in functional areas such as tax; finance; accounting; budgeting; auditing; insurance; quality control; purchasing; procurement; advertising; marketing; research; safety and health; personnel management; human resources; employee benefits; labor relations; public relations; government relations; computer network, Internet and database administration; legal and regulatory compliance; and similar activities.

Employer’s Customers - An employee may qualify for the administrative exemption if the employee’s primary duty is the performance of work directly related to the management or general business operations of the employer’s customers. Thus, employees acting as advisors or consultants to their employer’s clients or customers - as tax experts or financial consultants, for example - may be exempt.

Discretion and Independent Judgment - In general, the exercise of discretion and independent judgment involves the comparison and the evaluation of possible courses of conduct and acting or making a decision after the various possibilities have been considered. The term must be applied in the light of all the facts involved in the employee’s particular employment situation, and implies that the employee has authority to make an independent choice, free from immediate direction or supervision. Factors to consider include, but are not limited to: whether the employee has authority to formulate, affect, interpret, or implement management policies or operating practices; whether the employee carries out major assignments in conducting the operations of the business; whether the employee performs work that affects business operations to a substantial degree; whether the employee has authority to commit the employer in matters that have significant financial impact; whether the employee has authority to waive or deviate from established policies and procedures without prior approval, and other factors set forth in

the regulation. The fact that an employee’s decisions are revised or reversed after review does not mean that the employee is not exercising discretion and independent judgment. The exercise of discretion and independent judgment must be more than the use of skill in applying well-established techniques, procedures or specific standards described in manuals or other sources.

Matters of Significance - The term “matters of significance” refers to the level of importance or consequence of the work performed. An employee does not exercise discretion and independent judgment with respect to matters of significance merely because the employer will experience financial losses if the employee fails to perform the job properly. Similarly, an employee who operates very expensive equipment does not exercise discretion and independent judgment with respect to matters of significance merely because improper performance of the employee’s duties may cause serious financial loss to the employer.

3. PROFESSIONAL EXEMPTION

To qualify for the learned professional employee exemption, all of the following tests must be met:

- The employee must earn a monthly salary equivalent to at least two times the state minimum wage for full-time employment. “Full-time employment” is defined as 40 hours per week. In order to qualify as an exempt employee in California in 2024, the employee must earn at least \$1,280 per week, or \$66,560 annually, exclusive of board, lodging, and other facilities.
- The employee is licensed or certified by the state of California and primarily engaged in the practice of one of the following recognized professions: law, medicine, dentistry, optometry, architecture, engineering, teaching, or accounting OR the employee is primarily engaged in an occupation commonly recognized as a learned or artistic profession. For these purposes, “learned or artistic profession” means an employee who is primarily engaged in the performance of:
 - Work requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study, as distinguished from a general academic education or from an apprenticeship, and from training in the performance of routine mental, manual, or physical processes, or work that is an essential part of or necessarily incident to any of the above; OR

- Work that is original and creative in character in a recognized field of artistic endeavor (as opposed to work that can be produced by a person endowed with general manual or intellectual ability and training) and the result of which depends primarily on the invention, imagination, or talent of the employee, or work that is an essential part of or necessarily incident to any of the above; AND
- Work that is predominantly intellectual and varied in character (as opposed to routine mental, manual, mechanical, or physical work) so that the output produced or the result accomplished cannot be standardized in relation to a given period of time.

Primary Duty -“Primary duty” means the principal, main, major or most important duty that the employee performs. Determination of an employee’s primary duty must be based on all the facts in a particular case, with the major emphasis on the character of the employee’s job as a whole.

Work Requiring Advanced Knowledge -“Work requiring advanced knowledge” means work which is predominantly intellectual in character, and which includes work requiring the consistent exercise of discretion and judgment. Professional work is therefore distinguished from work involving routine mental, manual, mechanical or physical work. A professional employee generally uses the advanced knowledge to analyze, interpret or make deductions from varying facts or circumstances. Advanced knowledge cannot be attained at the high school level.

Field of Science or Learning - Fields of science or learning include law, medicine, theology, accounting, actuarial computation, engineering, architecture, teaching, various types of physical, chemical and biological sciences, pharmacy and other occupations that have a recognized professional status and are distinguishable from the mechanical arts or skilled trades where the knowledge could be of a fairly advanced type, but is not in a field of science or learning.

Customarily Acquired by a Prolonged Course of Specialized Intellectual Instruction -

The learned professional exemption is restricted to professions where specialized academic training is a standard prerequisite for entrance into the profession. The best evidence of meeting this requirement is having the appropriate academic degree. However, the word “customarily” means the exemption may be available to employees in such professions who have substantially the same knowledge level and perform substantially the same work as the degreed employees, but who attained the advanced knowledge through a combination of work experience and intellectual instruction. This

exemption does not apply to occupations in which most employees acquire their skill by experience rather than by advanced specialized intellectual instruction.

4. Computer Employees

A special exemption from overtime requirements applies to certain very highly paid and highly skilled professional computer employees, even though they are paid on an hourly basis (*CA Lab. Code Sec. 515.5*). An employee qualifies for this exemption only if all the following requirements are met:

To qualify for the computer employee exemption, the following tests must be met:

- The employee must be compensated with an annual salary of \$115,763.35 or more (\$9,646.96 a month or \$55.58 an hour);
- The employee must be employed as a computer systems analyst, computer programmer, software engineer or other similarly skilled worker in the computer field performing the duties described below;

The employee's primary duty must consist of:

- The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- A combination of the aforementioned duties, the performance of which requires the same level of skills.

The computer employee exemption does not include employees engaged in the manufacture or repair of computer hardware and related equipment. Employees whose work is highly dependent upon, or facilitated by, the use of computers and computer software programs (e.g., engineers, drafters and others skilled in computer-aided design software), but who are not primarily engaged in computer systems analysis and programming, or other similarly skilled computer-related occupations identified in the primary duties test described above, are also not exempt under the computer employee exemption.

AUDIT RESULTS

Table 1 on the following page provides the recommendations regarding exemption from overtime.

| TABLE 1 FLSA ANALYSIS | |
|---|---------------------------------------|
| Classification | FLSA Designation |
| Accountant I | Non-Exempt |
| Accountant II | Non-Exempt |
| Accounting Technician | Non-Exempt |
| Airport Safety and Security Manager | Administrative Exemption |
| Deputy Director of Operations and Maintenance | Administrative Exemption |
| Deputy General Manager | Administrative Exemption |
| Director of Aviation | Executive Exemption |
| Director of Finance and Administration | Executive Exemption |
| Director of Operations and Maintenance | Executive Exemption |
| Facility Maintenance Manager | Administrative Exemption |
| General Manager | Executive Exemption |
| Human Resources Manager/District Clerk | Administrative Exemption |
| Information Technology Manager | Administrative Exemption ¹ |
| Noise/Information Technology Technician | Non-Exempt |
| Operations and Maintenance Specialist | Non-Exempt |
| Operations and Maintenance Supervisor | Non-Exempt |
| Operations and Maintenance Technician I | Non-Exempt |
| Operations and Maintenance Technician II | Non-Exempt |
| Outreach Coordinator | Non-Exempt |
| Property Coordinator | Non-Exempt |
| Public Relations Coordinator | Non-Exempt |
| Senior Accountant | Administrative Exemption ¹ |

¹The determination of exemption from overtime assumes that more than 50% of the work performed involves general business operations of the employer and is not routine help desk type duties.

SECTION VI – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the District's "Labor Market." A labor market consists of those employers with whom the District might compete with for employees. The criteria typically utilized in identifying those employers include the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the District are likely to have departmental structures and organization of positions more similar to the District than organizations that are significantly larger or smaller in size.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the District must directly compete with to recruit and retain quality staff.
- **NATURE OF SERVICES PROVIDED** - As a general rule similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees.
 - These employers are most likely to have comparable jobs.
 - These employers are most likely to have similar organizational characteristics.

In general, Bryce surveyed the same agencies that were included in the 2016 and 2021 compensation studies as the District feels those agencies are representative of the District’s labor market as listed below. One local private employer was added; however, they requested that their data remain anonymous in exchange for their participation. Therefore, they are labeled as “Participating Agency.” Similar to previous years, Northstar Ski Resort, Reno-Tahoe Airport Authority and Palisades Tahoe did not respond to our request to participate in the study.

| TABLE 2 SURVEY AGENCIES |
|--|
| Aspen Airport (Sardy Field) |
| Big Bear Airport |
| Centennial Airport |
| Friedman Memorial Airport-Sun Valley |
| Monterey Regional Airport District |
| Palisades Tahoe (Was Squaw Valley Ski Corporation) |
| North Tahoe Public Utility District |
| Northstar Community Services District |
| Northstar Ski Resort |
| Reno -Tahoe Airport Authority |
| Tahoe City Public Utility District |
| Tahoe -Truckee Sanitation Agency |
| Town of Truckee |
| Truckee Donner Public Utility District |

SURVEY CLASSES

Survey classes are a representative sample of all classes within the District’s classification plan and provide a reference point for the subsequent salary determinations of the classifications not surveyed. The number of classifications selected to survey is somewhat dependent on the number of classifications a particular agency has within their classification plan. For instance, a smaller agency may have nearly all the classifications selected as a survey class while a larger organization may have only one-third to one-half of the classifications within their organization surveyed, as larger organizations often have stronger internal relationships between classifications, whereas a smaller organization may face challenges in developing internal ties due to the limited number of similar classifications. Due to the relatively small size of the District, nearly all the classifications were surveyed.

Table 3 displays the survey classifications based on the above criteria.

| TABLE 3 SURVEY CLASSIFICATIONS |
|---|
| Accountant II |
| Accounting Technician |
| Airport Safety and Security Manager |
| Deputy Director of Operations and Maintenance |
| Deputy General Manager |
| Director of Aviation |
| Director of Finance and Administration |
| Director of Operations and Maintenance |
| District Clerk |
| Facility Maintenance Manager |
| General Manager |
| Human Resources Manager |
| Information Technology Manager |
| Information Technology Technician |
| Noise Technician |
| Operations and Maintenance Supervisor |
| Operations and Maintenance Technician II |
| Outreach Coordinator |
| Property Coordinator |
| Public Relations Coordinator |
| Senior Accountant |

SURVEY SCOPE

The scope of the survey included the labor market agencies presented in this report. The data collected for each survey classification included:

- Title of comparable class
- Minimum and Maximum monthly salary
- Employer pick-up of the employee contribution for retirement (both Classic and PEPRA tiers)
- Employer contribution towards deferred compensation (both Classic and PEPRA tiers)
- Longevity Pay at Year 10
- Education/Certification Pay
- Employer contribution towards cafeteria plan, health, dental, and vision insurance
- Employer paid life insurance
- Employer paid long term disability insurance

- Retiree Health Savings Account contribution
- Social Security practices
- Employee pick-up of employer contribution for retirement (both Classic and PEPRA tiers)
- Cost of living/salary range increase information (date and amount of last and next increase)
- Retirement benefit, formula, and employer's rate (both Classic and PEPRA tiers)
- Vehicle allowance
- Uniform allowance
- Education reimbursement
- Retiree health benefit information
- Paid leave (vacation, sick leave, holidays, administrative/management leave)
- Cash out of leave policies
- Health/Fitness benefits/reimbursement
- Shift differential

The salary and benefit data is effective August 2024.

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- The consultant utilized the survey agencies' websites, where available, to collect salary data and to collect and compare job descriptions, organization charts and position allocation lists to determine comparability.
- The consultant contacted the survey agencies to gain clarification and/or collect additional information regarding the classifications and salary and benefit data.

In addition to the collection of salary information, careful efforts were made to document the full range of duties and requirements of all job classes as comparable to the District's corresponding survey classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

The data was analyzed to produce the labor market mean for each classification using maximum salary, total cash, and total compensation. The District's position was then

compared to the labor market, for each survey classification, which produced the percentage the District is above or below the labor market mean for maximum salary, total cash, and total compensation.

SECTION VII – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings. As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 4** displays the comparability for each survey classification out of 13 responding agencies. It should be noted that those classifications with fewer than three matches are reported as insufficient data. With respect to the non-aviation survey agencies, for the operations and maintenance classifications, the matches were viewed broadly. While the non-aviation survey agencies do not have classifications that perform operations and maintenance related to runways and related facilities, they do have classifications that require similar skill sets.

| Survey Classifications | Number of Comparable Matches |
|---|-------------------------------------|
| Accountant II | 3 |
| Accounting Technician | 10 |
| Airport Safety and Security Manager | 3 |
| Deputy Director of Operations and Maintenance | 2* |
| Deputy General Manager | 4 |
| Director of Aviation | 1* |
| Director of Finance and Administration | 11 |
| Director of Operations and Maintenance | 10 |
| District Clerk | 8 |
| Facility Maintenance Manager | 5 |
| General Manager | 13 |
| Human Resources Manager | 7 |
| Information Technology Manager | 5 |
| Information Technology Technician | 4 |
| Noise Technician | 0* |
| Operations and Maintenance Supervisor | 7 |
| Operations and Maintenance Technician II | 11 |
| Outreach Coordinator | 3 |
| Property Coordinator | 2* |
| Public Relations Coordinator | 5 |
| Senior Accountant | 2* |

***Fewer than 3 comparable classes resulting in insufficient data**

SALARY SURVEY RESULTS

The data has been organized into several tables that summarize the District’s relationship to the labor market for each class. The detailed compensation survey data sheets are presented in **Appendix B** of this report. **Table 5** summarizes, for each classification, how the District’s salaries compare to the labor market. The following data is presented:

- Title of the District’s classification.
- The District’s current maximum salary.
- The labor market mean maximum monthly salary.
- Percentage the District’s maximum salary is above or below the mean of the labor market.

| TABLE 5 SUMMARY OF MAXIMUM | | | |
|---|------------------------|---|--|
| Survey Classification | TTAD Max Salary | Labor Market Mean Maximum Salary | % TTAD is Above or Below Labor Market Mean for Maximum Salary |
| Accountant II | \$10,062 | \$8,459 | 15.93% |
| Accounting Technician | \$7,763 | \$7,065 | 8.99% |
| Airport Safety and Security Manager | \$11,574 | \$9,466 | 18.21% |
| Deputy Director of Operations and Maintenance | Market Check | Insuff Data | Market Check |
| Deputy General Manager | Market Check | \$19,221 | Market Check |
| Director of Aviation | \$16,497 | Insuff Data | --- |
| Director of Finance and Administration | \$16,497 | \$16,707 | -1.27% |
| Director of Operations and Maintenance | \$16,497 | \$15,022 | 8.94% |
| District Clerk | \$11,574 | \$9,768 | 15.61% |
| Facility Maintenance Manager | \$11,574 | \$11,840 | -2.30% |
| General Manager | \$22,365 | \$22,017 | 1.56% |
| Human Resources Manager | \$11,574 | \$12,532 | -8.28% |
| Information Technology Manager | \$11,574 | \$13,360 | -15.43% |
| Information Technology Technician | \$9,566 | \$8,233 | 13.94% |
| Noise Technician | \$9,566 | Insuff Data | --- |
| Operations and Maintenance Supervisor | \$12,153 | \$10,354 | 14.80% |
| Operations and Maintenance Technician II | \$8,454 | \$7,623 | 9.83% |
| Outreach Coordinator | \$10,062 | \$8,459 | 15.93% |
| Property Coordinator | \$11,574 | Insuff Data | --- |
| Public Relations Coordinator | \$11,574 | \$9,427 | 18.55% |
| Senior Accountant | \$11,574 | Insuff Data | --- |

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum salary, plus the employee's share of retirement paid by the agency, the employer's contribution towards deferred compensation, longevity pay at year 10, and certification pay. **Table 6** displays, for each classification, how the District compares to the labor market with respect to total cash. The following data is presented:

- Title of the District's classification.
- The District's current total cash.
- The labor market mean for total cash.
- Percentage the District's total cash is above or below the mean of the labor market.

| Survey Classification | TTAD Total Cash (Classic) | Labor Market Mean Total Cash (Classic) | % TTAD is Above or Below Labor Market Mean for Total Cash (Classic) | TTAD Total Cash (PEPRA) | Labor Market Mean Total Cash (PEPRA) | % TTAD is Above or Below Labor Market Mean for Total Cash (PEPRA) |
|---|---------------------------|--|---|-------------------------|--------------------------------------|---|
| Accountant II | \$10,766 | \$9,015 | 16.27% | \$10,766 | \$9,015 | 16.27% |
| Accounting Technician | \$8,306 | \$7,318 | 11.90% | \$8,306 | \$7,353 | 11.48% |
| Airport Safety and Security Manager | \$12,384 | \$10,219 | 17.48% | \$12,384 | \$10,219 | 17.48% |
| Deputy Director of Operations and Maintenance | Market Check | Insuff Data | Market Check | Market Check | Insuff Data | Market Check |
| Deputy General Manager | Market Check | \$20,993 | Market Check | Market Check | \$20,539 | Market Check |
| Director of Aviation | \$17,652 | Insuff Data | --- | \$17,652 | Insuff Data | --- |
| Director of Finance and Administration | \$17,652 | \$17,191 | 2.61% | \$17,652 | \$17,209 | 2.51% |
| Director of Operations and Maintenance | \$17,652 | \$15,544 | 11.94% | \$17,652 | \$15,576 | 11.76% |
| District Clerk | \$12,384 | \$10,042 | 18.91% | \$12,384 | \$10,154 | 18.01% |
| Facility Maintenance Manager | \$12,384 | \$12,295 | 0.72% | \$12,384 | \$12,478 | -0.76% |
| General Manager | \$23,931 | \$23,336 | 2.48% | \$23,931 | \$23,314 | 2.58% |
| Human Resources Manager | \$12,384 | \$12,799 | -3.35% | \$12,384 | \$12,738 | -2.86% |
| Information Technology Manager | \$12,384 | \$13,516 | -9.14% | \$12,384 | \$13,750 | -11.03% |

**TABLE 6
SUMMARY OF TOTAL CASH**

| Survey Classification | TTAD Total Cash (Classic) | Labor Market Mean Total Cash (Classic) | % TTAD is Above or Below Labor Market Mean for Total Cash (Classic) | TTAD Total Cash (PEPRA) | Labor Market Mean Total Cash (PEPRA) | % TTAD is Above or Below Labor Market Mean for Total Cash (PEPRA) |
|--|----------------------------------|---|--|--------------------------------|---|--|
| Information Technology Technician | \$10,236 | \$8,572 | 16.25% | \$10,236 | \$8,572 | 16.25% |
| Noise Technician | \$10,236 | Insuff Data | --- | \$10,236 | Insuff Data | --- |
| Operations and Maintenance Supervisor | \$13,004 | \$11,003 | 15.39% | \$13,004 | \$11,058 | 14.96% |
| Operations and Maintenance Technician II | \$9,046 | \$8,170 | 9.68% | \$9,046 | \$8,154 | 9.86% |
| Outreach Coordinator | \$10,766 | \$9,015 | 16.27% | \$10,766 | \$9,015 | 16.27% |
| Property Coordinator | \$12,384 | Insuff Data | --- | \$12,384 | Insuff Data | --- |
| Public Relations Coordinator | \$12,384 | \$9,546 | 22.92% | \$12,384 | \$9,690 | 21.76% |
| Senior Accountant | \$12,384 | Insuff Data | --- | \$12,384 | Insuff Data | --- |

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the total cash elements, plus the agency's contribution towards cafeteria, health, dental, vision, life and long-term disability insurance, the agency's contribution towards retiree health savings account, social security, less the employer's share of retirement paid by the employee. **Table 7** displays, for each classification, how the District compares to the labor market with respect to total compensation. The following data is presented:

- Title of the District's classification.
- The District's current total cash.
- The labor market mean for total compensation.
- Percentage the District's total compensation is above or below the mean of the labor market.

**TABLE 7
SUMMARY OF TOTAL COMPENSATION**

| Survey Classification | TTAD Total Comp (Classic) | Labor Market Mean Total Comp (Classic) | % TTAD is Above or Below Labor Market Mean for Total Comp (Classic) | TTAD Total Comp (PEPRA) | Labor Market Mean Total Comp (PEPRA) | % TTAD is Above or Below Labor Market Mean for Total Comp (PEPRA) |
|---|----------------------------------|---|--|--------------------------------|---|--|
| Accountant II | \$13,914 | \$11,940 | 14.19% | \$13,914 | \$11,843 | 14.88% |
| Accounting Technician | \$11,406 | \$10,635 | 6.76% | \$11,406 | \$10,651 | 6.62% |
| Airport Safety and Security Manager | \$15,559 | \$13,660 | 12.20% | \$15,559 | \$13,575 | 12.75% |
| Deputy Director of Operations and Maintenance | Market Check | Insuff Data | Market Check | Market Check | Insuff Data | Market Check |
| Deputy General Manager | Market Check | \$24,054 | Market Check | Market Check | \$23,622 | Market Check |
| Director of Aviation | \$20,905 | Insuff Data | --- | \$20,905 | Insuff Data | --- |
| Director of Finance and Administration | \$20,905 | \$20,987 | -0.39% | \$20,905 | \$20,980 | -0.36% |
| Director of Operations and Maintenance | \$20,905 | \$19,361 | 7.39% | \$20,905 | \$19,364 | 7.37% |
| District Clerk | \$15,559 | \$13,692 | 12.00% | \$15,559 | \$13,411 | 13.80% |
| Facility Maintenance Manager | \$15,559 | \$16,012 | -2.91% | \$15,559 | \$16,117 | -3.58% |
| General Manager | \$27,269 | \$27,158 | 0.41% | \$27,269 | \$26,918 | 1.29% |
| Human Resources Manager | \$15,559 | \$16,350 | -5.08% | \$15,559 | \$16,253 | -4.46% |
| Information Technology Manager | \$15,559 | \$17,367 | -11.62% | \$15,559 | \$17,561 | -12.87% |
| Information Technology Technician | \$13,373 | \$13,360 | -15.43% | \$13,373 | \$13,360 | -15.43% |
| Noise Technician | \$13,373 | Insuff Data | --- | \$13,373 | Insuff Data | --- |
| Operations and Maintenance Supervisor | \$16,189 | \$14,439 | 10.81% | \$16,189 | \$14,428 | 10.88% |
| Operations and Maintenance Technician II | \$12,160 | \$11,360 | 6.58% | \$12,160 | \$11,066 | 8.99% |
| Outreach Coordinator | \$13,914 | \$11,940 | 14.19% | \$13,914 | \$11,843 | 14.88% |
| Property Coordinator | \$15,559 | Insuff Data | --- | \$15,559 | Insuff Data | --- |
| Public Relations Coordinator | \$15,559 | \$13,195 | 15.19% | \$15,559 | \$13,289 | 14.59% |
| Senior Accountant | \$15,559 | Insuff Data | --- | \$15,559 | Insuff Data | --- |

RELATIONSHIP TO THE MARKET

On average, the District is 7.12% above the labor market mean for maximum salary. For total cash, the District is 9.51% above market for the Classic tier and 9.11% above for the PEPRA tier. For total compensation, the District is 3.84% above market for the Classic tier and 4.17% above the labor market mean for the PEPRA tier.

MISCELLANEOUS BENEFIT DATA

Appendix C presents the miscellaneous benefit data that was collected including cost of living, retirement practices, vehicle allowance, education/certification pay, retiree health benefits, and leave benefits.

COST OF LIVING/SALARY INCREASE- APPENDIX C – TABLE 1

The District has a future cost of living increase scheduled for June 2025 with the amount yet to be determined as it is based on the CPI.

Two of the responding agencies have an increase scheduled for later in 2024 with one indicating that the amount varies as they have \$81,800 budgeted for increases. The other agency's increase is 1.5% to 4.5%. Eight agencies have an increase scheduled for 2025 with the amounts ranging from 2% to 5%.

RETIREMENT PRACTICES – APPENDIX C – TABLE 2

With respect to retirement practices, the District has a CalPERS retirement plan with a benefit of 2% @ 60 for Classic members and 2% @ 62 for PEPRA members, and a formula of Highest Three Years.

With respect to the responding survey agencies, nine of the responding agencies participate in CalPERS, two have a defined contribution plan, and one has a defined contribution plan for just the General Manager. For those in a defined benefit plan, three have a benefit of 2% @ 55; five have a benefit of 2.7% @ 55; and one has a benefit of 2.5% @ 55 for Classic members. Five have a formula of Highest Three Year and four have Single Highest Year for Classic members. For PEPRA members, all have a benefit of 2% @ 62 and a formula of Three-Year Average.

VEHICLE ALLOWANCE – APPENDIX C - TABLE 3

The District provides a take home vehicle to the General Manager. The Director of Operations and Maintenance and Director of Aviation receive a \$500 a month vehicle allowance.

Of the responding agencies, 11 either provide a take home vehicle or vehicle allowance ranging from \$300 to \$905, depending on the classification.

UNIFORM ALLOWANCE – APPENDIX C – TABLE 4

The District provides \$250 uniform allowance to a variety of classifications.

Nine of the responding agencies provide a uniform or uniform allowance with the amounts varying by classification.

EDUCATION/CERTIFICATION & EDUCATION REIMBURSEMENT – APPENDIX C - TABLE 5

The District does not provide education and/or certification pay; however, the District does provide \$3,000 per year in education reimbursement.

Three of the responding agencies provide ongoing education and/or certification pay. 11 of the responding agencies provide education reimbursement; however, two reported that they do not have a set maximum for education reimbursement. For those with a formal policy, the reimbursement ranges from \$2,000 per year to \$5,250 per year.

RETIREE MEDICAL BENEFITS – APPENDIX C – TABLE 6

The District does not contribute to a Retiree Health Savings Account nor to post-employment retiree health benefits.

Two of the responding agencies contribute to a Retiree Health Savings Account ranging from 1% to \$100 per pay period, depending on classification. Eight of the responding agencies provide post-employment retiree health benefits ranging from the PEMHCA minimum up to 100% with 20 years of service.

MANAGEMENT LEAVE BENEFITS – APPENDIX C – TABLE 7

The District's vacation accrual for management classes is 160 hours at year 1; 200 hours at year 5; 216 hours at year 10; 240 hours at year 15; and 240 hours at year 20. The District offers management 12 days of sick leave per year with an unlimited accrual and 12 holidays. The District provides 80 hours administrative/management leave for exempt managers.

Two agencies have paid time off whereby vacation and sick leave are combined. For the Town of Truckee, the vacation is dependent on individual contract. For the remainder of the agencies, the labor market average with respect to vacation is 116 hours at year 1; 146 hours at year 5; 174 hours at year 10; 186 hours at year 15; and 192 hours at year 20. With respect

to sick leave, the majority provide 12 days with five having an unlimited accrual and six having a cap ranging from 240 to 1,500 hours. The labor market average for holidays is 12. Four agencies provide administrative/management leave ranging from 40 hours to 80 hours.

MISCELLANEOUS LEAVE BENEFITS – APPENDIX C – TABLE 8

The District's vacation accrual for miscellaneous classes is 80 hours at year 1; 120 hours at year 5; 136 hours at year 10; and 160 hours at year 15 years or more. For supervisory classifications, the District provides 120 hours at year 1; 160 hours at year 5; 200 hours at year 10; 216 hours at year 15; and 240 hours at year 20. The District provides 12 days of sick leave per year with an unlimited accrual, 12 holidays, and no administrative/management leave.

Two agencies have paid time off whereby vacation and sick leave are combined. Of those with a separate leave bank, the labor market average with respect to vacation is 90 hours at year 1; 120 hours at year 5; 151 hours at year 10; 17 hours at year 15; and 178 hours at year 20. With respect to sick leave, the majority provide 12 days with five having an unlimited accrual and six having a cap ranging from 240 to 1,500 hours. The labor market average for holidays is 12. One agency provides 40 hours of administrative/management leave for supervisory classifications.

CASH OUT OF LEAVE – APPENDIX C – TABLE 9

The District does not allow cash out of vacation or sick leave during active employment and does not provide administrative/management leave.

With respect to the labor market, nine of the responding agencies allow for vacation to be cashed out during active employment, with one only allowing cash out for contract employees. Four of the agencies allow for sick leave to be cashed out during active employment, and none of the agencies that have administrative or management leave allow it to be cashed out.

HEALTH/FITNESS BENEFITS/REIMBURSEMENT – APPENDIX C – TABLE 10

The District provides \$800 a year for a fitness allowance. Four of the responding agencies provide some level of fitness allowance, two agencies have a fitness room for employee use, and one agency allows a portion of uniform allowance to be used for a fitness reimbursement.

SHIFT DIFFERENTIAL – APPENDIX C – TABLE 11

The District provides a shift differential of \$1.51 per hour for closing shift, \$3.02 per hour for weekend closing, and \$1.51 per hour for weekend shift.

Six of the responding agencies provide some level of shift differential with the details varying and provided in table 11.

SECTION VIII – SALARY SETTING METHODOLOGY

This section of the report presents the salary setting methodology and salary recommendation guidelines for District classes.

SALARY SETTING METHODOLOGY

In setting salaries for the District, Bryce Consulting has applied consistent compensation principles and practices typically utilized in the public sector as outlined below:

1. The mean maximum labor market salary adjusted for benefits (PEEPRA tier) is used to set the maximum salary for the District’s benchmark classification salary. The methodology utilized by Bryce ensures that the District’s benefits are fully considered and identifies what the maximum of the range would need to be when combined with the current benefits to be equal to the labor market mean for total compensation.
2. Classes not surveyed or where insufficient data was collected are then set to the benchmarks using internal relationship guidelines typically utilized by local government agencies:
 - Approximately 10% between entry and journey level classes in a series.
 - Approximately 10% between journey and advanced journey level classes in a series.
 - A minimum of 15% between first line supervisor and highest level supervised.

As a practical matter, there could be occasions when market data will skew internal alignments. In those cases, internal alignments may take precedence over market data.

SALARY RECOMMENDATIONS

Using the above methodology, Bryce Consulting prepared salary recommendations for all District classes. The recommended salary plan has been included in **Appendix D**.

If a classification is over market or less than 5% below market, no adjustment has been recommended. For the Public Relations Coordinator, given the recommended change in classification, the salary is well above market. It is recommended that the incumbent be Y-Rated (salary frozen) with a new range for future employees set as is recommended in Attachment D.

| Incumbent | Current Class | Proposed Class |
|-----------------|--|---|
| Robb Etnyre | General Manager | General Manager |
| New | --- | Deputy General Manager |
| Lauren Tapia | Human Resources Manager/District Clerk | Human Resources Manager/District Clerk |
| Stacey Justesen | Airport Safety and Security Manager | Airport Safety and Security Manager |
| Jeff Menasco | Director of Aviation | Director of Aviation |
| David Van Quest | Aviation and Community Coordinator | Outreach Coordinator |
| Michael Cooke | Aviation and Community Services Manager-IT | Information Technology Manager |
| Marc Lamb | Aviation and Community Services Public Relations Manager | Public Relations Coordinator |
| Jil McClendon | Property Manager | Property Coordinator |
| New | --- | Noise Annoyance-Information Technology Technician |
| Dave Hoffman | Director of Operations and Maintenance | Director of Operations and Maintenance |
| New | --- | Deputy Director of Operations and Maintenance |
| Vacant | Airport Facility Maintenance Manager | Facility Maintenance Manager |
| Sarah Person | Operations and Maintenance Supervisor | Operations and Maintenance Supervisor |
| Mike Ketrone | Operations and Maintenance Supervisor | Operations and Maintenance Supervisor |
| Timothy Bourque | Operations and Maintenance Supervisor | Operations and Maintenance Supervisor |
| Alan Feik | Operations and Maintenance Specialist | Operations and Maintenance Specialist |
| Ryan Widen | Operations and Maintenance Specialist | Operations and Maintenance Specialist |
| Adam Duncan | Operations and Maintenance Technician I | Operations and Maintenance Technician I |
| Derek Coons | Operations and Maintenance Technician I | Operations and Maintenance Technician I |
| Evan Engelsby | Operations and Maintenance Technician I | Operations and Maintenance Technician I |
| Sam Padilla | Operations and Maintenance Technician I | Operations and Maintenance Technician I |
| Yale Williamson | Operations and Maintenance Technician I | Operations and Maintenance Technician I |
| Scott Tetzlaff | Operations and Maintenance Technician I | Operations and Maintenance Technician I |
| Steve Selander | Operations and Maintenance Technician I | Operations and Maintenance Technician I |
| Kelly Woo | Director of Finance and Administration | Director of Finance and Administration |
| Emily Pindar | Senior Accountant | Senior Accountant |
| Laura Mader | Accounting Technician | Accounting Technician |

| Survey Classification | Base Salary (CLASSIC AND PEPRA) | | | Total Cash (CLASSIC) | | | Total Cash (PEPRA) | | | Total Compensation (CLASSIC) | | | Total Compensation (PEPRA) | | | Comparability |
|---|--|-------------------------------|--|---|--|--|---|--------------------------------------|--|---|--|--|---|--|--|---------------|
| | Truckee Tahoe Airport District Maximum Base Salary | Labor Market Mean Base Salary | % Truckee Tahoe Airport District Is Above or Below Labor Market Mean | Truckee Tahoe Airport District Total Cash (CLASSIC) | Labor Market Mean Total Cash (CLASSIC) | % Truckee Tahoe Airport District Is Above or Below Labor Market Mean (CLASSIC) | Truckee Tahoe Airport District Total Cash (PEPRA) | Labor Market Mean Total Cash (PEPRA) | % Truckee Tahoe Airport District Is Above or Below Labor Market Mean (PEPRA) | Truckee Tahoe Airport District Total Compensation (CLASSIC) | Labor Market Mean Total Compensation (CLASSIC) | % Truckee Tahoe Airport District Is Above or Below Labor Market Mean (CLASSIC) | Truckee Tahoe Airport District Total Compensation (PEPRA) | Labor Market Mean Total Compensation (PEPRA) | % Truckee Tahoe Airport District Is Above or Below Labor Market Mean (PEPRA) | |
| Accountant II | \$10,062 | \$8,459 | 15.93% | \$10,766 | \$9,015 | 16.27% | \$10,766 | \$9,015 | 16.27% | \$13,914 | \$11,940 | 14.19% | \$13,914 | \$11,843 | 14.88% | 3 |
| Accounting Technician | \$7,763 | \$7,065 | 8.99% | \$8,306 | \$7,318 | 11.90% | \$8,306 | \$7,353 | 11.48% | \$11,406 | \$10,635 | 6.76% | \$11,406 | \$10,651 | 6.62% | 10 |
| Airport Safety and Security Manager | \$11,574 | \$9,466 | 18.21% | \$12,384 | \$10,219 | 17.48% | \$12,384 | \$10,219 | 17.48% | \$15,559 | \$13,660 | 12.20% | \$15,559 | \$13,575 | 12.75% | 3 |
| Deputy Director of Operations and Maintenance | Market Check | Insuff Data | Market Check | Market Check | Insuff Data | Market Check | Market Check | Insuff Data | Market Check | Market Check | Insuff Data | Market Check | Market Check | Insuff Data | Market Check | 2 |
| Deputy General Manager | Market Check | \$19,221 | Market Check | Market Check | \$20,993 | Market Check | Market Check | \$20,539 | Market Check | Market Check | \$24,054 | Market Check | Market Check | \$23,622 | Market Check | 4 |
| Director of Aviation | \$16,497 | Insuff Data | --- | \$17,652 | Insuff Data | --- | \$17,652 | Insuff Data | --- | \$20,905 | Insuff Data | --- | \$20,905 | Insuff Data | --- | 1 |
| Director of Finance and Administration | \$16,497 | \$16,707 | -1.27% | \$17,652 | \$17,191 | 2.61% | \$17,652 | \$17,209 | 2.51% | \$20,905 | \$20,987 | -0.39% | \$20,905 | \$20,980 | -0.36% | 11 |
| Director of Operations and Maintenance | \$16,497 | \$15,022 | 8.94% | \$17,652 | \$15,544 | 11.94% | \$17,652 | \$15,576 | 11.76% | \$20,905 | \$19,361 | 7.39% | \$20,905 | \$19,364 | 7.37% | 10 |
| District Clerk | \$11,574 | \$9,768 | 15.61% | \$12,384 | \$10,042 | 18.91% | \$12,384 | \$10,154 | 18.01% | \$15,559 | \$13,692 | 12.00% | \$15,559 | \$13,411 | 13.80% | 8 |
| Facility Maintenance Manager | \$11,574 | \$11,840 | -2.30% | \$12,384 | \$12,295 | 0.72% | \$12,384 | \$12,478 | -0.76% | \$15,559 | \$16,012 | -2.91% | \$15,559 | \$16,117 | -3.58% | 5 |
| General Manager | \$22,365 | \$22,017 | 1.56% | \$23,931 | \$23,336 | 2.48% | \$23,931 | \$23,314 | 2.58% | \$27,269 | \$27,158 | 0.41% | \$27,269 | \$26,918 | 1.29% | 13 |
| Human Resources Manager | \$11,574 | \$12,532 | -8.28% | \$12,384 | \$12,799 | -3.35% | \$12,384 | \$12,738 | -2.86% | \$15,559 | \$16,350 | -5.08% | \$15,559 | \$16,253 | -4.46% | 7 |
| Information Technology Manager | \$11,574 | \$13,360 | -15.43% | \$12,384 | \$13,516 | -9.14% | \$12,384 | \$13,750 | -11.03% | \$15,559 | \$17,367 | -11.62% | \$15,559 | \$17,561 | -12.87% | 5 |
| Information Technology Technician | \$9,566 | \$8,233 | 13.94% | \$10,236 | \$8,572 | 16.25% | \$10,236 | \$8,572 | 16.25% | \$13,373 | \$13,360 | -15.43% | \$13,373 | \$13,360 | -15.43% | 4 |
| Noise Technician | \$9,566 | Insuff Data | --- | \$10,236 | Insuff Data | --- | \$10,236 | Insuff Data | --- | \$13,373 | Insuff Data | --- | \$13,373 | Insuff Data | --- | 0 |
| Outreach Coordinator | \$10,062 | \$8,459 | 15.93% | \$10,766 | \$9,015 | 16.27% | \$10,766 | \$9,015 | 16.27% | \$13,914 | \$11,940 | 14.19% | \$13,914 | \$11,843 | 14.88% | 3 |
| Operations and Maintenance Technician II | \$8,454 | \$7,623 | 9.83% | \$9,046 | \$8,170 | 9.68% | \$9,046 | \$8,154 | 9.86% | \$12,160 | \$11,360 | 6.58% | \$12,160 | \$11,066 | 8.99% | 11 |
| Operations and Maintenance Supervisor | \$12,153 | \$10,354 | 14.80% | \$13,004 | \$11,003 | 15.39% | \$13,004 | \$11,058 | 14.96% | \$16,189 | \$14,439 | 10.81% | \$16,189 | \$14,428 | 10.88% | 7 |
| Property Coordinator | \$10,522 | Insuff Data | --- | \$11,259 | Insuff Data | --- | \$11,259 | Insuff Data | --- | \$14,415 | Insuff Data | --- | \$14,415 | Insuff Data | --- | 2 |
| Public Relations Coordinator | \$10,522 | \$9,427 | 10.41% | \$11,259 | \$9,546 | 15.21% | \$11,259 | \$9,690 | 13.94% | \$14,415 | \$13,195 | 8.46% | \$14,415 | \$13,289 | 7.81% | 5 |
| Senior Accountant | \$11,574 | Insuff Data | --- | \$12,384 | Insuff Data | --- | \$12,384 | Insuff Data | --- | \$15,559 | Insuff Data | --- | \$15,559 | Insuff Data | --- | 2 |
| | | Average | 7.12% | | Average | 9.51% | | Average | 9.11% | | Average | 3.84% | | Average | 4.17% | |

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | | |
|---|---------------------------|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|------------------------------|--|--|---------------------------|
| Truckee Tahoe Airport District | Accountant II | \$7,318 | \$10,082 | 0% | \$0 | 0% | \$0 | \$204 | \$204 | \$0 | \$0 | | \$10,706 | \$10,706 | \$0 | \$2,712 | \$193 | \$30 | \$33 | \$34 | \$0 | \$146 | \$13,914 | \$13,914 | 0% | \$0 | 0% | \$0 | \$13,914 | \$13,914 | BA | | | |
| Aspen Airport (Sandy Flats) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centennial Airport | Staff Accountant | \$4,890 | \$9,311 | 0% | \$0 | 0% | \$0 | \$582 | \$582 | \$0 | \$0 | | \$8,893 | \$8,893 | \$0 | \$1,608 | \$98 | \$19 | \$32 | \$25 | \$0 | \$636 | \$11,311 | \$11,311 | 0% | \$0 | 0% | \$0 | \$11,311 | \$11,311 | BA | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monteary Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palaeddes Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | General Ledger Accountant | \$6,487 | \$9,277 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$528 | 10% max cert day | \$9,104 | \$9,104 | \$292 | \$2,637 | \$135 | \$65 | \$27 | \$98 | \$0 | \$633 | \$12,981 | \$12,689 | 0% | \$0 | 0% | \$0 | \$12,981 | \$12,689 | No BA | | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tahoe City Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tahoe-Truckee Sanitation Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Town of Truckee | Accountant II | \$7,034 | \$9,788 | 0% | \$0 | 0% | \$0 | \$259 | \$259 | \$0 | \$0 | | \$9,047 | \$9,047 | \$0 | \$2,212 | \$122 | \$13 | \$8 | \$0 | \$0 | \$127 | \$11,629 | \$11,629 | 0% | \$0 | 0% | \$0 | \$11,629 | \$11,629 | BA, CP Limit: Max is \$9,492 | | | |
| Truckee Donner Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Truckee Sanitarv District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | No longer have Accountant |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|---------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Labor Market Mean | | \$8,459 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| % Truckee Tahoe Airport District is Above or Below Mean | | 15.93% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| # Of Comparable Matches | | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Rates effective as of 8/2024
Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | |
|--|----------------------------|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|----------|--------------------------|------------------------------------|
| Truckee Tahoe Airport District | Accounting Technician | \$5,646 | \$7,763 | 0% | \$0 | 0% | \$0 | \$543 | \$543 | \$0 | \$0 | | \$8,306 | \$8,306 | \$0 | \$2,712 | \$193 | \$30 | \$26 | \$26 | \$0 | \$113 | \$11,406 | \$11,406 | 0% | \$0 | 0% | \$0 | \$0 | \$11,406 | \$11,406 | | |
| Aspen Airport (Sandy Peak) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centennial Airport | Accounting Specialist | \$4,335 | \$7,368 | 0% | \$0 | 0% | \$0 | \$516 | \$516 | \$0 | \$0 | | \$7,883 | \$7,883 | \$0 | \$1,608 | \$98 | \$19 | \$28 | \$23 | \$0 | \$564 | \$10,223 | \$10,223 | 0% | \$0 | 0% | \$0 | \$0 | \$10,223 | \$10,223 | | |
| Friedman Memorial Airport-Sun Valley | Administrative Coordinator | \$5,567 | \$5,567 | 0% | \$0 | 0% | \$0 | \$663 | \$663 | \$0 | \$0 | | \$6,230 | \$6,230 | \$0 | \$2,842 | \$100 | \$24 | \$12 | \$0 | \$0 | \$426 | \$9,633 | \$9,633 | 0% | \$0 | 0% | \$0 | \$0 | \$9,633 | \$9,633 | | |
| Monterey Regional Airport District | Accounting Specialist | \$6,217 | \$7,617 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$7,617 | \$7,617 | \$100 | \$3,062 | \$145 | \$11 | \$6 | \$0 | \$0 | \$563 | \$11,623 | \$11,423 | 0% | \$0 | 0% | \$0 | \$0 | \$11,623 | \$11,423 | | |
| Pala Verde Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Accounting Technician not budgeted |
| Northstar Community Services District | Accounting Technician | \$5,054 | \$6,143 | 8% | \$491 | 0% | \$0 | \$0 | \$0 | \$307 | \$0 | | \$6,941 | \$6,450 | \$0 | \$2,378 | \$123 | \$9 | \$12 | \$0 | \$217 | \$89 | \$9,769 | \$9,278 | 0% | \$0 | 0% | \$0 | \$0 | \$9,769 | \$9,278 | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | Accounting Technician III | \$4,980 | \$9,873 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$6,873 | \$6,873 | \$0 | \$2,924 | \$157 | \$19 | \$5 | \$13 | \$0 | \$100 | \$10,089 | \$10,089 | 0% | \$0 | 0% | \$0 | \$0 | \$10,089 | \$10,089 | | |
| Tahoe City Public Utility District | Accounting Technician | \$9,207 | \$9,195 | 0% | \$0 | 0% | \$0 | \$163 | \$163 | \$0 | \$0 | | \$9,206 | \$9,206 | \$167 | \$2,979 | \$122 | \$27 | \$0 | \$19 | \$0 | \$622 | \$11,642 | \$11,476 | 2% | \$163 | 0% | \$0 | \$0 | \$11,460 | \$11,476 | | |
| Tahoe-Truckee Sanitation Agency | Accounting Technician II | \$5,254 | \$6,706 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$6,706 | \$6,706 | \$83 | \$2,417 | \$207 | \$100 | \$42 | \$19 | \$0 | \$97 | \$10,672 | \$10,589 | 0% | \$0 | 0% | \$0 | \$0 | \$10,672 | \$10,589 | | |
| Town of Truckee | Accounting Technician | \$5,786 | \$7,231 | 0% | \$0 | 0% | \$0 | \$228 | \$228 | \$0 | \$0 | | \$7,459 | \$7,459 | \$0 | \$2,212 | \$122 | \$13 | \$8 | \$0 | \$0 | \$106 | \$9,919 | \$9,919 | 0% | \$0 | 0% | \$0 | \$0 | \$9,919 | \$9,919 | CP Select Max is \$7,810 | |
| Truckee Donner Public Utility District | Accounting Specialist | \$5,805 | \$7,056 | 1.89% | \$133 | 1.89% | \$133 | \$0 | \$514 | \$29 | \$0 | | \$7,219 | \$7,733 | \$0 | \$3,648 | \$162 | \$100 | \$47 | \$2 | \$0 | \$540 | \$11,739 | \$12,252 | 0% | \$0 | 0% | \$0 | \$0 | \$11,739 | \$12,252 | | |
| Truckee Sanitarv District | Accounting Technician II | \$6,383 | \$7,954 | 0% | \$0 | 0% | \$0 | \$0 | \$326 | \$0 | \$0 | | \$7,954 | \$8,280 | \$0 | \$2,379 | \$178 | \$138 | \$43 | \$0 | \$0 | \$608 | \$11,300 | \$11,625 | 0% | \$0 | 0% | \$0 | \$0 | \$11,300 | \$11,625 | | |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|----------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Labor Market Mean | | \$7,065 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| % Truckee Tahoe Airport District is Above or Below Mean | | 8.89% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| # of Comparable Matches | | 19 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Rates effective as of 8/2024
 Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.
 Truckee Donner PUD - 1.89% pick up for PEPRA is amount added back to base pay

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | | |
|---|--|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|----------|--|--|------------------------------|
| Tahoe Tahoe Airport District | Airport Safety and Security Manager | \$8,418 | \$11,574 | 0% | \$0 | 0% | \$0 | \$910 | \$910 | \$0 | \$0 | | \$12,384 | \$12,384 | \$0 | \$2,712 | \$193 | \$30 | \$38 | \$34 | \$0 | \$168 | \$15,559 | \$15,559 | 0% | \$0 | 0% | \$0 | \$0 | \$15,559 | \$15,559 | | | |
| Aspen Airport (Sandy Peak) | Airport Operations Security Supervisor | \$4,788 | \$9,379 | 0% | \$0 | 0% | \$0 | \$1,267 | \$1,267 | \$0 | \$0 | | \$9,636 | \$9,636 | \$173 | \$2,273 | \$85 | 0% | DNA | DNA | \$0 | \$121 | \$12,288 | \$12,115 | 0% | \$0 | 0% | \$0 | \$0 | \$12,288 | \$12,115 | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Friedman Memorial Airport-Sun Valley | Security Manager | \$8,413 | \$8,413 | 0% | \$0 | 0% | \$0 | \$1,002 | \$1,002 | \$0 | \$0 | | \$8,415 | \$8,415 | \$0 | \$2,842 | \$100 | \$24 | \$12 | \$0 | \$0 | \$644 | \$13,036 | \$13,036 | 0% | \$0 | 0% | \$0 | \$0 | \$13,036 | \$13,036 | | | |
| Monterey Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palaeddes Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Human Resources Manager coordinates and plans the District's risk management programs and safety programs. | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Human Resources Administrator serves as District's Safety Officer | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tahoe City Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tahoe-Truckee Sanitation Agency | Safety Officer | \$9,095 | \$11,606 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$11,606 | \$11,606 | \$83 | \$2,417 | \$207 | \$100 | \$42 | \$33 | \$0 | \$168 | \$15,657 | \$15,574 | 0% | \$0 | 0% | \$0 | \$0 | \$15,657 | \$15,574 | | | |
| Town of Truckee | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Truckee Donner Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Truckee Sanitarv District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Human Resources/Risk Manager |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|----------------|--|--|--|--|--|--|--|--|--|--|-----------------|-----------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Labor Market Mean | | \$9,466 | | | | | | | | | | | \$10,219 | \$10,219 | | | | | | | | | | | | | | | | | | | | |
| % Tahoe Tahoe Airport District is Above or Below Mean | | 18.21% | | | | | | | | | | | 17.48% | 17.48% | | | | | | | | | | | | | | | | | | | | |
| # Of Comparable Matches | | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Rates effective as of 8/2024
Tahoe Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (\$) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (\$) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (\$) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (\$) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | | | |
|---|-------------------------|---------------------|---------------------|---|--|---|--|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|----------------------|--------------------|---|--|---|--|--|--|----------|--|--|--|--|
| Truckee Tahoe Airport District | Outreach Coordinator | \$7,692 | \$16,622 | 0% | \$0 | 0% | \$0 | \$737 | \$737 | \$0 | \$0 | | \$11,239 | \$11,269 | \$0 | \$2,712 | \$193 | \$30 | \$35 | \$34 | \$0 | \$193 | \$14,415 | \$14,415 | 0% | \$0 | 0% | \$0 | \$14,415 | \$14,415 | | | | | |
| Aspen Airport (Sandy Flatt) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monteary Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palaeddes Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | 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 | | Insuff Data | |
| % Truckee Tahoe Airport District is Above or Below Mean | | -- | | -- | | -- | | -- | |
| # of Comparable Matches | | 0 | | | | | | | |

Rates effective as of 8/2024
Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | |
|--|-----------------------------|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|----------|--|
| Truckee Tahoe Airport District | Property Coordinator | \$7,692 | \$16,622 | 0% | \$0 | 0% | \$0 | \$737 | \$737 | \$0 | \$0 | | \$11,259 | \$11,259 | \$0 | \$2,712 | \$193 | \$30 | \$35 | \$34 | \$0 | \$163 | \$14,415 | \$14,415 | 0% | \$0 | 0% | \$0 | \$14,415 | \$14,415 | | |
| Aspen Airport (Sandy Peak) | Airport Project Coordinator | \$4,788 | \$9,379 | 0% | \$0 | 0% | \$0 | \$1,267 | \$1,267 | \$0 | \$0 | | \$9,636 | \$9,636 | \$173 | \$2,271 | \$85 | 0% | DNA | DNA | \$0 | \$121 | \$12,288 | \$12,115 | 0% | \$0 | 0% | \$0 | \$12,288 | \$12,115 | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monteary Regional Airport District | Property Specialist | \$5,676 | \$7,829 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$7,829 | \$7,829 | \$100 | \$3,062 | \$145 | \$11 | \$6 | \$0 | \$0 | \$509 | \$11,751 | \$11,651 | 0% | \$0 | 0% | \$0 | \$11,751 | \$11,651 | | |
| Palmdale Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | 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 | | Insuff Data | |
| % Truckee Tahoe Airport District is Above or Below Mean | | -- | | -- | | -- | | -- | |
| # Of Comparable Matches | | 2 | | | | | | | |

Rates effective as of 8/2024
Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | |
|--|---|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|-----------------------|--|--|
| Truckee Tahoe Airport District | Deputy Director of Operations and Maintenance | Marker Check | Marker Check | | | | | | | | | | Marker Check | Marker Check | | | | | | | | | Marker Check | | | | | | | | | | |
| Aspen Airport (Gardy Fleish) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monterey Regional Airport | Superintendent of Field Operations | \$8,785 | \$10,696 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$10,696 | \$10,696 | \$100 | \$3,062 | \$145 | \$11 | \$6 | \$0 | \$0 | \$818 | \$14,838 | \$14,738 | 0% | \$0 | 0% | \$0 | \$14,838 | \$14,738 | | | |
| Pala Verde Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tahoe City Public Utility District | Utilities Superintendent | \$11,096 | \$15,075 | 0% | \$0 | 0% | \$0 | \$302 | \$302 | \$0 | \$0 | | \$15,377 | \$15,377 | \$167 | \$2,379 | \$122 | \$27 | \$0 | \$36 | \$0 | \$1,090 | \$19,206 | \$19,098 | 2% | \$302 | 0% | \$0 | \$19,093 | \$19,098 | T3, D3, Collection II | | |
| Tahoe-Truckee Sanitation Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Town of Truckee | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Truckee Donner Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Truckee Sanitarv District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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|---|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|--------------|--|
| Labor Market Mean | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | |
| % Truckee Tahoe Airport District is Above or Below Mean | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | | Marker Check | |
| # Of Comparable Matches | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Not effective as of 8/2024

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | |
|---|------------------------------------|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|---------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|----------|--|--|
| Truckee Tahoe Airport District | Deputy General Manager | Market Check | Market Check | | | | | | | | | | Market Check | Market Check | | | | | | | | | Market Check | Market Check | | | | | | | | | |
| Aspen Airport (Sandy Peak) | Deputy Director Airport | \$10,000 | \$17,600 | 0% | \$0 | 0% | \$0 | \$2,625 | \$2,625 | \$0 | \$0 | | \$20,125 | \$20,125 | \$173 | \$2,271 | \$85 | inc | DNA | DNA | \$0 | \$254 | \$22,909 | \$22,737 | 0% | \$0 | 0% | \$0 | \$22,909 | \$22,737 | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centennial Airport | Assistant Executive Director (COO) | \$8,643 | \$16,561 | 0% | \$0 | 0% | \$0 | \$1,089 | \$1,089 | \$0 | \$0 | | \$16,650 | \$16,650 | \$0 | \$1,606 | \$98 | \$19 | \$48 | \$31 | \$0 | \$1,097 | \$19,050 | \$19,050 | 0% | \$0 | 0% | \$0 | \$19,050 | \$19,050 | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monterey Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Pala Verde Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Community Services District | Assistant General Manager | \$22,681 | \$22,681 | 8% | \$1,814 | 0% | \$0 | \$0 | \$0 | \$1,134 | \$0 | | \$25,629 | \$23,815 | \$0 | \$2,378 | \$123 | \$9 | \$12 | \$0 | \$217 | \$329 | \$28,697 | \$26,882 | 0% | \$0 | 0% | \$0 | \$28,697 | \$26,882 | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tahoe City Public Utility District | Assistant General Manager | \$16,265 | \$21,144 | 0% | \$0 | 0% | \$0 | \$423 | \$423 | \$0 | \$0 | | \$21,567 | \$21,087 | \$167 | \$2,379 | \$122 | \$27 | \$0 | \$36 | \$0 | \$1,178 | \$25,484 | \$25,317 | 2% | \$423 | 0% | \$0 | \$25,481 | \$25,317 | | | |
| 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 | | \$19,221 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| % Truckee Tahoe Airport District is Above or Below Mean | | Market Check | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| # Of Comparable Matches | | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Not effective as of 8/2024

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (\$) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (\$) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (\$) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (\$) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | | | |
|--|-----------------------------------|---------------------|---------------------|---|--|---|--|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|----------------------|--------------------|---|--|---|--|--|--|----------|--|--|--|--|
| Truckee Tahoe Airport District | Director of Aviation | \$12,080 | \$16,497 | 0% | \$0 | 0% | \$0 | \$1,155 | \$1,155 | \$0 | \$0 | | \$17,652 | \$17,652 | \$0 | \$2,712 | \$193 | \$30 | \$46 | \$34 | \$0 | \$230 | \$20,905 | \$20,905 | 0% | \$0 | 0% | \$0 | \$20,905 | \$20,905 | | | | | |
| Aspen Airport (Sandy Flatt) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centennial Airport | Director Planning and Development | \$7,304 | \$13,150 | 0% | \$0 | 0% | \$0 | \$920 | \$920 | \$0 | \$0 | | \$14,070 | \$14,070 | \$0 | \$1,608 | \$98 | \$19 | \$48 | \$31 | \$0 | \$1,056 | \$16,880 | \$16,880 | 0% | \$0 | 0% | \$0 | \$16,880 | \$16,880 | | | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monterey Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Pala Verde Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | |
|---|-------------------|-------------|---|----|-------------------------|---|---|-------------|-------------|----|----|---|-------------|-------------|----|----|
| <table border="1"> <tr> <td>Labor Market Mean</td> <td>Insuff Data</td> </tr> <tr> <td>% Truckee Tahoe Airport District is Above or Below Mean</td> <td>--</td> </tr> <tr> <td># of Comparable Matches</td> <td>1</td> </tr> </table> | Labor Market Mean | Insuff Data | % Truckee Tahoe Airport District is Above or Below Mean | -- | # of Comparable Matches | 1 | <table border="1"> <tr> <td>Insuff Data</td> <td>Insuff Data</td> </tr> <tr> <td>--</td> <td>--</td> </tr> </table> | Insuff Data | Insuff Data | -- | -- | <table border="1"> <tr> <td>Insuff Data</td> <td>Insuff Data</td> </tr> <tr> <td>--</td> <td>--</td> </tr> </table> | Insuff Data | Insuff Data | -- | -- |
| Labor Market Mean | Insuff Data | | | | | | | | | | | | | | | |
| % Truckee Tahoe Airport District is Above or Below Mean | -- | | | | | | | | | | | | | | | |
| # of Comparable Matches | 1 | | | | | | | | | | | | | | | |
| Insuff Data | Insuff Data | | | | | | | | | | | | | | | |
| -- | -- | | | | | | | | | | | | | | | |
| Insuff Data | Insuff Data | | | | | | | | | | | | | | | |
| -- | -- | | | | | | | | | | | | | | | |

Rates effective as of 8/2024
Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RRSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | | |
|---|---|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|----------|---------------------------|--|--|
| Truckee Tahoe Airport District | Director of Finance and Administration | \$12,090 | \$16,497 | 0% | \$0 | 0% | \$0 | \$1,155 | \$1,155 | \$0 | \$0 | | \$17,652 | \$17,652 | \$0 | \$2,712 | \$193 | \$30 | \$46 | \$34 | \$0 | \$239 | \$20,905 | \$20,905 | 0% | \$0 | 0% | \$0 | \$0 | \$20,905 | \$20,905 | | | |
| Aspen Airport (Sandy Peak) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centennial Airport | Chief Financial Officer | \$7,814 | \$14,068 | 0% | \$0 | 0% | \$0 | \$985 | \$985 | \$0 | \$0 | | \$15,053 | \$15,053 | \$0 | \$1,608 | \$98 | \$19 | \$48 | \$31 | \$0 | \$1,075 | \$17,032 | \$17,032 | 0% | \$0 | 0% | \$0 | \$0 | \$17,032 | \$17,032 | | | |
| Friedman Memorial Airport-Sun Valley | Deputy Director, Finance and Administration | \$10,417 | \$10,417 | 0% | \$0 | 0% | \$0 | \$1,241 | \$1,241 | \$0 | \$0 | | \$11,657 | \$11,657 | \$0 | \$2,842 | \$100 | \$24 | \$12 | \$0 | \$0 | \$797 | \$15,431 | \$15,431 | 0% | \$0 | 0% | \$0 | \$0 | \$15,431 | \$15,431 | | | |
| Monterey Regional Airport District | Controller | \$13,333 | \$16,750 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$16,750 | \$16,750 | \$100 | \$3,062 | \$145 | \$11 | \$6 | \$0 | \$0 | \$1,114 | \$21,187 | \$21,187 | 0% | \$0 | 0% | \$0 | \$0 | \$21,187 | \$21,187 | | | |
| Pala Verde Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | Chief Financial Officer | \$14,382 | \$20,672 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$20,672 | \$20,672 | \$292 | \$2,637 | \$135 | \$65 | \$27 | \$246 | \$0 | \$1,171 | \$25,234 | \$24,942 | 0% | \$0 | 0% | \$0 | \$0 | \$25,234 | \$24,942 | | | |
| Northstar Community Services District | Director of Finance and Administration | \$13,873 | \$17,361 | 8% | \$1,389 | 0% | \$0 | \$0 | \$0 | \$868 | \$0 | | \$19,618 | \$18,229 | \$0 | \$2,378 | \$123 | \$9 | \$12 | \$0 | \$217 | \$252 | \$22,608 | \$21,219 | 0% | \$0 | 0% | \$0 | \$0 | \$22,608 | \$21,219 | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | Director of Finance and Accountancy | \$18,129 | \$24,583 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$24,583 | \$24,583 | \$0 | \$2,924 | \$157 | \$19 | \$6 | \$14 | \$0 | \$396 | \$28,057 | \$28,057 | 0% | \$0 | 0% | \$0 | \$0 | \$28,057 | \$28,057 | | | |
| Tahoe City Public Utility District | Chief Financial Officer | \$14,010 | \$18,213 | 0% | \$0 | 0% | \$0 | \$304 | \$304 | \$0 | \$0 | | \$18,517 | \$18,517 | \$167 | \$2,379 | \$122 | \$27 | \$0 | \$36 | \$0 | \$1,135 | \$22,451 | \$22,285 | 2% | \$304 | 0% | \$0 | \$0 | \$22,451 | \$22,285 | | | |
| Tahoe-Truckee Sanitation Agency | Finance and Administration Department Manager | \$12,702 | \$16,212 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$16,212 | \$16,212 | \$83 | \$2,417 | \$207 | \$100 | \$42 | \$47 | \$0 | \$235 | \$20,343 | \$20,259 | 0% | \$0 | 0% | \$0 | \$0 | \$20,343 | \$20,259 | | | |
| Town of Truckee | Finance Manager | \$9,628 | \$12,035 | 0% | \$0 | 0% | \$0 | \$167 | \$167 | \$0 | \$0 | | \$12,202 | \$12,202 | \$0 | \$2,420 | \$141 | \$18 | \$8 | \$0 | \$241 | \$175 | \$15,204 | \$15,204 | 0% | \$0 | 0% | \$0 | \$0 | \$15,204 | \$15,204 | CP Select Max is \$12,997 | | |
| Truckee Donner Public Utility District | Finance and Accounting Manager | \$11,711 | \$14,236 | 1.89% | \$269 | 1.89% | \$269 | \$0 | \$1,036 | \$43 | \$0 | | \$14,548 | \$15,584 | \$0 | \$3,648 | \$192 | \$100 | \$95 | \$4 | \$0 | \$1,078 | \$19,656 | \$20,692 | 0% | \$0 | 0% | \$0 | \$0 | \$19,656 | \$20,692 | | | |
| Truckee Sanitarv District | Finance and Administrative Services Manager | \$15,431 | \$19,230 | 0% | \$0 | 0% | \$0 | \$0 | \$551 | \$0 | \$0 | | \$19,230 | \$19,281 | \$0 | \$2,379 | \$178 | \$138 | \$43 | \$0 | \$0 | \$1,150 | \$23,117 | \$23,668 | 0% | \$0 | 0% | \$0 | \$0 | \$23,117 | \$23,668 | | | |
| Labor Market Mean | | | \$16,707 | | | | | | | | | | \$17,191 | \$17,209 | | | | | | | | | | | | | | | | | | | | |
| % Truckee Tahoe Airport District is Above or Below Mean | | | -1.27% | | | | | | | | | | 2.67% | 2.51% | | | | | | | | | | | | | | | | | | | | |
| # Of Comparable Matches | | | 11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Rates effective as of 8/2024
 Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.
 Truckee Donner PUD - 1.89% pick up for PEPRA is amount added back to base pay

| Agency | 12147 | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RRSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | |
|---|---|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|---|----------|-------|
| Truckee Tahoe Airport District | Director of Operations and Maintenance | \$12,090 | \$16,497 | 0% | \$0 | 0% | \$0 | \$1,155 | \$1,155 | \$0 | \$0 | | \$17,652 | \$17,652 | \$0 | \$2,712 | \$193 | \$30 | \$46 | \$34 | \$0 | \$239 | \$20,905 | \$20,905 | 0% | \$0 | 0% | \$0 | \$20,905 | \$20,905 | | | |
| Aspen Airport (Gardy Fleish) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centerville Airport | Director-Maintenance | \$7,814 | \$14,068 | 0% | \$0 | 0% | \$0 | \$985 | \$985 | \$0 | \$0 | | \$15,053 | \$15,053 | \$0 | \$1,608 | \$98 | \$19 | \$48 | \$31 | \$0 | \$1,075 | \$17,032 | \$17,032 | 0% | \$0 | 0% | \$0 | \$17,032 | \$17,032 | Director of Operations is lower paid | | |
| Friedman Memorial Airport-Sun Valley | Deputy Director, Operations and Maintenance | \$11,739 | \$11,739 | 0% | \$0 | 0% | \$0 | \$1,398 | \$1,398 | \$0 | \$0 | | \$13,137 | \$13,137 | \$0 | \$2,842 | \$100 | \$24 | \$12 | \$0 | \$0 | \$698 | \$17,013 | \$17,013 | 0% | \$0 | 0% | \$0 | \$17,013 | \$17,013 | | | |
| Monteary Regional Airport District | Deputy Executive Director | \$13,333 | \$16,750 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$16,750 | \$16,750 | \$100 | \$3,062 | \$145 | \$11 | \$6 | \$0 | \$0 | \$1,114 | \$21,187 | \$21,087 | 0% | \$0 | 0% | \$0 | \$21,187 | \$21,087 | There are two Deputy Executive Directors, 1 over Operations and Maintenance and one over Planning and Marketing | | |
| Palaeddes Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | Utility Operations Manager | \$11,866 | \$16,128 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$15,128 | \$15,128 | \$292 | \$2,637 | \$135 | \$65 | \$27 | \$180 | \$0 | \$1,080 | \$19,643 | \$19,251 | 0% | \$0 | 0% | \$0 | \$19,643 | \$19,251 | 172, 000 Reports to Engineering and Operations Manager which requires PE | | |
| Northstar Community Services District | Utilities Operations Manager | \$12,327 | \$15,336 | 8% | \$1,227 | 0% | \$0 | \$0 | \$0 | \$767 | \$0 | | \$17,329 | \$16,102 | \$0 | \$2,378 | \$123 | \$9 | \$12 | \$0 | \$217 | \$222 | \$20,230 | \$19,063 | 0% | \$0 | 0% | \$0 | \$20,261 | \$19,063 | Any two of the following certificates required: Water Treatment Operator, Sewer Collection System Maintenance, Water Distribution System Operation, Sewer Treatment Plant Operator, or Backflow Prevention Tester. Certification in both water and sewer categories preferred | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tahoe City Public Utility District | Director of Utilities | \$14,010 | \$18,213 | 0% | \$0 | 0% | \$0 | \$364 | \$364 | \$0 | \$0 | | \$18,577 | \$18,577 | \$167 | \$2,379 | \$122 | \$27 | \$9 | \$36 | \$0 | \$1,135 | \$22,451 | \$22,285 | 0% | \$364 | 0% | \$0 | \$22,087 | \$22,285 | BA, T3, D3 Collectors Grade 4 | | |
| Tahoe-Truckee Sanitation Agency | Maintenance Department Manager | \$12,388 | \$16,811 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$15,811 | \$15,811 | \$83 | \$3,417 | \$207 | \$100 | \$42 | \$45 | \$0 | \$229 | \$19,935 | \$19,852 | 0% | \$0 | 0% | \$0 | \$19,935 | \$19,852 | BA, C/VEA Plant Maintenance Technologist Grade IV certification (preferred) or C/VEA Electrical Instrumentation Technology Grade IV certification within four qualifying test cycles | | |
| Town of Truckee | Street Maintenance Manager | \$9,628 | \$12,035 | 0% | \$0 | 0% | \$0 | \$167 | \$167 | \$0 | \$0 | | \$12,202 | \$12,202 | \$0 | \$2,420 | \$141 | \$18 | \$8 | \$0 | \$241 | \$175 | \$15,204 | \$15,204 | 0% | \$0 | 0% | \$0 | \$15,204 | \$15,204 | CP Issued: Max is \$12,997 | | |
| Truckee Donner Public Utility District | Water Operations Manager | \$11,711 | \$14,236 | 1.89% | \$269 | 1.89% | \$269 | \$0 | \$1,036 | \$43 | \$0 | | \$14,548 | \$15,084 | \$0 | \$3,648 | \$182 | \$100 | \$95 | \$4 | \$0 | \$1,078 | \$19,656 | \$20,692 | 0% | \$0 | 0% | \$0 | \$19,656 | \$20,692 | AA, T3, D4, AWWA Cross Connection Control Program Specialist, or the ability to obtain within one year of appointment. | | |
| Truckee Sanitary District | Operations and Maintenance Superintendent | \$13,567 | \$16,907 | 0% | \$0 | 0% | \$0 | \$0 | \$955 | \$0 | \$0 | | \$18,907 | \$17,412 | \$0 | \$2,370 | \$178 | \$138 | \$43 | \$0 | \$0 | \$1,116 | \$20,780 | \$21,265 | 0% | \$0 | 0% | \$0 | \$20,780 | \$21,265 | Must possess a California Water Environment Association Collector System maintenance Grade IV certificate | | |
| | Labor Market Mean | | \$16,022 | | | | | | | | | | \$15,544 | \$15,676 | | | | | | | | | | | | | | | | | \$19,361 | \$19,364 | |
| | % Truckee Tahoe Airport District is Above or Below Mean | | 8.64% | | | | | | | | | | 11.84% | 11.78% | | | | | | | | | | | | | | | | | | 7.99% | 7.37% |
| | # Of Comparable Matches | | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Does not reflect all of 8/2024
 Truckee Tahoe Airport- Amount listed under health is an average amount the employer contributes towards those with fertility level plans. Rates vary by various criteria so an average was used.
 Truckee Donner PUD - 1.89% pick up for PEPRA is amount added back to base pay

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | |
|---|--|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|----------|--|--|
| Truckee Tahoe Airport District | District Clerk | \$8,418 | \$11,574 | 0% | \$0 | 0% | \$0 | \$910 | \$910 | \$0 | \$0 | | \$12,384 | \$12,384 | \$0 | \$2,712 | \$193 | \$30 | \$38 | \$34 | \$0 | \$168 | \$15,559 | \$15,559 | 0% | \$0 | 0% | \$0 | \$15,559 | \$15,559 | | | |
| Aspen Airport (Sandy Peak) | Administrative Specialist | \$4,273 | \$7,478 | 0% | \$0 | 0% | \$0 | \$1,122 | \$1,122 | \$0 | \$0 | | \$8,599 | \$8,599 | \$173 | \$2,271 | \$85 | inc | DNA | DNA | \$0 | \$108 | \$11,238 | \$11,066 | 0% | \$0 | 0% | \$0 | \$11,238 | \$11,066 | | | |
| Big Bear Airport | Administrative Analyst/Board Secretary | \$4,899 | \$7,320 | 7% | \$512 | 0% | \$0 | \$250 | \$250 | \$0 | \$0 | | \$8,082 | \$7,570 | \$2,500 | inc | inc | inc | \$14 | DNA | \$0 | \$106 | \$10,722 | \$7,710 | 0% | \$0 | 0% | \$0 | \$10,722 | \$7,710 | | | |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monteary Regional Airport District | Senior Executive Assistant | \$6,367 | \$8,208 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$8,208 | \$8,208 | \$100 | \$3,062 | \$145 | \$11 | \$6 | \$0 | \$0 | \$628 | \$12,108 | \$12,059 | 0% | \$0 | 0% | \$0 | \$12,108 | \$12,059 | | | |
| Palmdale Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | Administrative Services Liaison/Board Secretary | \$7,973 | \$10,170 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$10,170 | \$10,170 | \$282 | \$2,637 | \$135 | \$65 | \$27 | \$121 | \$0 | \$778 | \$14,214 | \$13,923 | 0% | \$0 | 0% | \$0 | \$14,214 | \$13,923 | No BA | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Human Resources Administrator/Secretary of the Board also performs HR duties | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | Assistant to the GM, Clerk to the Board of Directors | \$7,791 | \$10,752 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$10,752 | \$10,752 | \$0 | \$2,924 | \$157 | \$19 | \$6 | \$14 | \$0 | \$196 | \$14,025 | \$14,025 | 0% | \$0 | 0% | \$0 | \$14,025 | \$14,025 | | | |
| Tahoe City Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Executive Assistant supervisors | |
| Tahoe-Truckee Sanitation Agency | Executive Assistant/Board Clerk | \$7,624 | \$9,603 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$9,603 | \$9,603 | \$83 | \$2,417 | \$207 | \$100 | \$42 | \$28 | \$0 | \$139 | \$13,619 | \$13,535 | 0% | \$0 | 0% | \$0 | \$13,619 | \$13,535 | | | |
| Town of Truckee | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Records Technician not budgeted; Deputy Town Clerk is Assistant Dept. Head | |
| Truckee Donner Public Utility District | Executive Assistant/District Clerk | \$11,711 | \$14,236 | 1.89% | \$269 | 1.89% | \$269 | \$0 | \$1,036 | \$43 | \$0 | | \$14,548 | \$15,584 | \$0 | \$3,648 | \$182 | \$100 | \$95 | \$4 | \$0 | \$1,078 | \$19,656 | \$20,692 | 0% | \$0 | 0% | \$0 | \$19,656 | \$20,692 | | | |
| Truckee Sanitarv District | Executive Assistant/Board Clerk | \$8,326 | \$10,375 | 0% | \$0 | 0% | \$0 | \$0 | \$374 | \$0 | \$0 | | \$10,375 | \$10,749 | \$0 | \$2,379 | \$178 | \$138 | \$43 | \$0 | \$0 | \$794 | \$13,906 | \$14,280 | 0% | \$0 | 0% | \$0 | \$13,906 | \$14,280 | | | |
| Labor Market Mean | | \$9,768 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| % Truckee Tahoe Airport District is Above or Below Mean | | 15.61% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| # Of Comparable Matches | | # | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Rates effective as of 8/2024
 Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.
 Truckee Donner PUD - 1.89% pick up for PEPRA is amount added back to base pay

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | | |
|---|--|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|---------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|--|--|--|--|
| Traacke Tahoe Airport District | Facility Maintenance Manager | \$8,418 | \$11,574 | 0% | \$0 | 0% | \$0 | \$910 | \$910 | \$0 | \$0 | | \$12,304 | \$12,304 | \$0 | \$2,712 | \$193 | \$30 | \$38 | \$34 | \$0 | \$168 | \$15,559 | \$15,559 | 0% | \$0 | 0% | \$0 | \$15,559 | \$15,559 | | | | |
| Aspen Airport (Sandy Peak) | Facilities and Construction | \$6,727 | \$11,773 | 0% | \$0 | 0% | \$0 | \$1,766 | \$1,766 | \$0 | \$0 | | \$13,539 | \$13,539 | \$173 | \$2,273 | \$85 | 0% | DNA | DNA | \$0 | \$171 | \$16,240 | \$16,068 | 0% | \$0 | 0% | \$0 | \$16,240 | \$16,068 | | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monterey Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palaeddes Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | Recreation, Parks and Facilities Manager | \$9,659 | \$12,322 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$12,322 | \$12,322 | \$292 | \$2,637 | \$135 | \$65 | \$27 | \$147 | \$0 | \$943 | \$16,656 | \$16,264 | 0% | \$0 | 0% | \$0 | \$16,656 | \$16,264 | Over facility maintenance, repairs and use | | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | Maintenance Manager | \$7,791 | \$10,752 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$10,752 | \$10,752 | \$0 | \$2,924 | \$157 | \$19 | \$5 | \$14 | \$0 | \$156 | \$14,025 | \$14,025 | 0% | \$0 | 0% | \$0 | \$14,025 | \$14,025 | | | | |
| Tahoe City Public Utility District | Parks and Facilities Superintendent | \$9,043 | \$11,755 | 0% | \$0 | 0% | \$0 | \$235 | \$235 | \$0 | \$0 | | \$11,990 | \$11,990 | \$167 | \$2,379 | \$122 | \$27 | \$0 | \$26 | \$0 | \$699 | \$15,620 | \$15,454 | 2% | \$235 | 0% | \$0 | \$15,385 | \$15,454 | Over park and facility maintenance | | | |
| Tahoe-Traackee Sanitation Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Town of Truckee | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Fleet, Facilities and Trails Manager is also over fleet. |
| Truckee Donner Public Utility District | General Services Manager | \$10,364 | \$12,697 | 1.89% | \$238 | 1.89% | \$238 | \$0 | \$917 | \$38 | \$0 | | \$12,873 | \$13,790 | \$0 | \$3,648 | \$192 | \$100 | \$14 | \$4 | \$0 | \$964 | \$17,855 | \$18,772 | 0% | \$0 | 0% | \$0 | \$17,855 | \$18,772 | BA, over facility maintenance, warehouse and fleet maintenance personnel | | | |
| Truckee Sanitarv District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|----------|--|--|--|--|--|--|--|--|--|--|----------|----------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Labor Market Mean | | \$11,840 | | | | | | | | | | | \$12,295 | \$12,478 | | | | | | | | | | | | | | | | | | | | |
| % Truckee Tahoe Airport District is Above or Below Mean | | -3.30% | | | | | | | | | | | -0.72% | -0.76% | | | | | | | | | | | | | | | | | | | | |
| # of Comparable Matches | | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Base effective as of 8/2024
Truckee Donner PUD - 1.89% pick up for PEPRA is amount added back to base pay

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RRSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | |
|--|---|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|----------|---------------------------|
| Truckee Tahoe Airport District | General Manager | \$15,214 | \$23,365 | 0% | \$0 | 0% | \$0 | \$1,666 | \$1,666 | \$0 | \$0 | | \$23,931 | \$23,931 | \$0 | \$2,712 | \$193 | \$30 | \$46 | \$34 | \$0 | \$224 | \$27,269 | \$27,269 | 0% | \$0 | 0% | \$0 | \$0 | \$27,269 | \$27,269 | |
| Aspen Airport (Sandy Peak) | Director, Airport | \$13,212 | \$23,121 | 0% | \$0 | 0% | \$0 | \$3,468 | \$3,468 | \$0 | \$0 | | \$26,589 | \$26,589 | \$173 | \$2,271 | \$85 | inc | DNA | DNA | \$0 | \$335 | \$29,455 | \$29,282 | 0% | \$0 | 0% | \$0 | \$0 | \$29,455 | \$29,282 | |
| Big Bear Airport | General Manager | \$12,833 | \$12,833 | 7% | \$988 | 0% | \$0 | \$250 | \$250 | \$0 | \$0 | | \$13,982 | \$13,083 | \$2,500 | inc | inc | inc | \$14 | DNA | \$0 | \$186 | \$16,702 | \$13,303 | 0% | \$0 | 0% | \$0 | \$0 | \$16,702 | \$13,303 | |
| Centennial Airport | Executive Director-CEO | \$11,893 | \$20,512 | 0% | \$0 | 0% | \$0 | \$1,436 | \$1,436 | \$0 | \$0 | | \$21,847 | \$21,847 | \$0 | \$1,608 | \$98 | \$19 | \$48 | \$31 | \$0 | \$1,469 | \$24,920 | \$24,920 | 0% | \$0 | 0% | \$0 | \$0 | \$24,920 | \$24,920 | |
| Friedman Memorial Airport-Sun Valley | Airport Director | \$14,550 | \$14,550 | 0% | \$0 | 0% | \$0 | \$1,733 | \$1,733 | \$0 | \$0 | | \$16,283 | \$16,283 | \$0 | \$2,842 | \$100 | \$24 | \$12 | \$0 | \$0 | \$1,082 | \$20,343 | \$20,343 | 0% | \$0 | 0% | \$0 | \$0 | \$20,343 | \$20,343 | |
| Monterey Regional Airport District | Executive Director | \$17,394 | \$17,394 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$17,394 | \$17,394 | \$100 | \$3,062 | \$145 | \$11 | \$6 | \$0 | \$0 | \$1,123 | \$21,841 | \$21,741 | 0% | \$0 | 0% | \$0 | \$0 | \$21,841 | \$21,741 | |
| Pala Verde Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | General Manager/Chief Executive Officer | \$17,875 | \$26,166 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$25,166 | \$25,166 | \$292 | \$2,637 | \$135 | \$65 | \$27 | \$299 | \$0 | \$1,236 | \$29,846 | \$29,555 | 0% | \$0 | 0% | \$0 | \$0 | \$29,846 | \$29,555 | |
| Northstar Community Services District | General Manager | \$26,424 | \$26,424 | 8% | \$2,034 | 0% | \$0 | \$0 | \$0 | \$1,271 | \$0 | | \$28,729 | \$26,695 | \$0 | \$2,378 | \$123 | \$9 | \$12 | \$0 | \$217 | \$369 | \$31,836 | \$29,802 | 0% | \$0 | 0% | \$0 | \$0 | \$31,836 | \$29,802 | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | General Manager | \$21,838 | \$28,833 | 0% | \$0 | 0% | \$0 | \$3,277 | \$3,277 | \$0 | \$0 | | \$33,110 | \$33,110 | \$0 | \$2,924 | \$157 | \$18 | \$6 | \$14 | \$0 | \$433 | \$36,660 | \$36,660 | 0% | \$0 | 0% | \$0 | \$0 | \$36,660 | \$36,660 | |
| Tahoe City Public Utility District | General Manager | \$18,011 | \$4,084 | 0% | \$0 | 0% | \$0 | \$481 | \$481 | \$0 | \$0 | | \$24,545 | \$24,545 | \$167 | \$2,379 | \$122 | \$27 | \$0 | \$36 | \$0 | \$1,220 | \$28,044 | \$28,338 | 2% | \$481 | 0% | \$0 | \$0 | \$28,023 | \$28,338 | |
| Tahoe-Truckee Sanitation Agency | General Manager | \$17,479 | \$22,308 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$22,308 | \$22,308 | \$83 | \$3,417 | \$207 | \$100 | \$42 | \$64 | \$0 | \$203 | \$28,545 | \$28,451 | 0% | \$0 | 0% | \$0 | \$0 | \$28,545 | \$28,451 | |
| Town of Truckee | Town Manager | \$15,876 | \$19,845 | 0% | \$0 | 0% | \$0 | \$1,697 | \$1,697 | \$0 | \$0 | | \$21,542 | \$21,542 | \$0 | \$3,672 | \$141 | \$18 | \$8 | \$0 | \$198 | \$288 | \$25,766 | \$25,766 | 0% | \$0 | 0% | \$0 | \$0 | \$25,766 | \$25,766 | CP Select max is \$21,433 |
| Truckee Donner Public Utility District | General Manager | \$22,657 | \$27,539 | 1.89% | \$520 | 1.89% | \$200 | \$0 | \$2,005 | \$83 | \$0 | | \$28,142 | \$30,147 | \$0 | \$3,648 | \$182 | \$100 | \$184 | \$5 | \$0 | \$1,270 | \$33,532 | \$35,537 | 0% | \$0 | 0% | \$0 | \$0 | \$33,532 | \$35,537 | |
| Truckee Sanitarv District | General Manager/Chief Engineer | \$23,630 | \$23,630 | 0% | \$0 | 0% | \$0 | \$0 | \$639 | \$0 | \$0 | | \$23,630 | \$24,269 | \$0 | \$2,379 | \$178 | \$138 | \$43 | \$0 | \$0 | \$1,214 | \$27,681 | \$28,220 | 0% | \$0 | 0% | \$0 | \$0 | \$27,681 | \$28,220 | |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|-----------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Labor Market Mean | | \$22,017 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| % Truckee Tahoe Airport District is Above or Below Mean | | 1.56% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| # of Comparable Matches | | 19 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Base Effective as of 8/2024
 Truckee Donner PUD - 1.89% pick up for PEPRA is amount added back to base pay
 Truckee Tahoe Airport- Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay @ 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | |
|--|--|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|--------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|---------------------------|--|
| Trochus Tahoe Airport District | Human Resources Manager | \$8,418 | \$11,574 | 0% | \$0 | 0% | \$0 | \$910 | \$910 | \$0 | \$0 | | \$12,304 | \$12,304 | \$0 | \$2,712 | \$193 | \$30 | \$38 | \$34 | \$0 | \$168 | \$15,559 | \$15,559 | 0% | \$0 | 0% | \$0 | \$15,559 | \$15,559 | | |
| Aspen Airport (Gardy Fleish) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Courts handles HR |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Director level |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monteary Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palaeddes Tahoe (Was Square Valley SH Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | Human Resources Manager | \$10,214 | \$13,030 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$13,030 | \$13,030 | \$292 | \$2,637 | \$135 | \$65 | \$27 | \$155 | \$0 | \$997 | \$17,327 | \$17,036 | 0% | \$0 | 0% | \$0 | \$17,327 | \$17,036 | | |
| Northstar Community Services District | Human Resources Administrator/Secretary of the Board | \$8,836 | \$10,890 | 8% | \$971 | 0% | \$0 | \$0 | \$0 | \$445 | \$0 | | \$12,306 | \$11,435 | \$0 | \$2,378 | \$123 | \$9 | \$12 | \$0 | \$217 | \$168 | \$16,202 | \$14,331 | 0% | \$0 | 0% | \$0 | \$16,202 | \$14,331 | | |
| Northstar SH Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | Human Resources Manager | \$7,791 | \$10,752 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$10,752 | \$10,752 | \$0 | \$2,924 | \$157 | \$19 | \$6 | \$14 | \$0 | \$196 | \$14,025 | \$14,025 | 0% | \$0 | 0% | \$0 | \$14,025 | \$14,025 | | |
| Tahoe City Public Utility District | Human Resources Manager | \$11,034 | \$14,344 | 0% | \$0 | 0% | \$0 | \$287 | \$287 | \$0 | \$0 | | \$14,631 | \$14,631 | \$167 | \$2,979 | \$122 | \$27 | \$0 | \$34 | \$0 | \$1,079 | \$18,447 | \$18,280 | 2% | \$287 | 0% | \$0 | \$18,160 | \$18,280 | | |
| Tahoe-Trochus Sanitation Agency | Human Resources Administrator | \$10,509 | \$13,413 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$13,413 | \$13,413 | \$83 | \$2,417 | \$207 | \$100 | \$42 | \$38 | \$0 | \$194 | \$17,495 | \$17,411 | 0% | \$0 | 0% | \$0 | \$17,495 | \$17,411 | | |
| Town of Trochus | Human Resources Manager | \$9,169 | \$11,462 | 0% | \$0 | 0% | \$0 | \$167 | \$167 | \$0 | \$0 | | \$11,629 | \$11,629 | \$0 | \$2,420 | \$141 | \$18 | \$8 | \$0 | \$229 | \$166 | \$14,611 | \$14,611 | 0% | \$0 | 0% | \$0 | \$14,611 | \$14,611 | CP Listed Max is \$12,379 | |
| Trochus Donner Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Director of Human Resources is a Dept. Head; HR Manager not included |
| Trochus Sanitarv District | Human Resources - Risk Manager | \$11,102 | \$13,836 | 0% | \$0 | 0% | \$0 | \$0 | \$443 | \$0 | \$0 | | \$13,836 | \$14,279 | \$0 | \$2,379 | \$178 | \$138 | \$43 | \$0 | \$0 | \$1,058 | \$17,632 | \$18,075 | 0% | \$0 | 0% | \$0 | \$17,632 | \$18,075 | | |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|-----------------|--|--|--|--|--|--|--|--|--|-----------------|--|-----------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Labor Market Mean | | \$12,532 | | | | | | | | | | \$12,799 | | \$12,738 | | | | | | | | | | | | | | | | | | | |
| % Trochus Tahoe Airport District is Above or Below Mean | | -8.28% | | | | | | | | | | -3.35% | | -8.86% | | | | | | | | | | | | | | | | | | | |
| # Of Comparable Matches | | 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Rates effective as of 8/2024
Trochus Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.
Trochus Donner PUD - 1.88% pick up for PEPRA is amount added back to base pay

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | |
|--|---|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|-----------------------------|--|
| Truckee Tahoe Airport District | Information Technology Manager | \$8,418 | \$11,574 | 0% | \$0 | 0% | \$0 | \$910 | \$910 | \$0 | \$0 | | \$12,384 | \$12,384 | \$0 | \$2,712 | \$193 | \$30 | \$38 | \$34 | \$0 | \$168 | \$15,559 | \$15,559 | 0% | \$0 | 0% | \$0 | \$15,559 | \$15,559 | | |
| Aspen Airport (Gardy Fleish) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | No Information Technology classes at the airport. IT staff are part of the County. |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | No Information Technology classes |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Chief Technology Office is only IT class and paid as a director. |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | No Information Technology classes |
| Monterey Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | No Information Technology classes |
| Palaeddo Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | Operational and IT Manager | \$10,231 | \$13,054 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$13,054 | \$13,054 | \$292 | \$2,637 | \$135 | \$65 | \$27 | \$155 | \$0 | \$999 | \$17,353 | \$17,061 | 0% | \$0 | 0% | \$0 | \$17,353 | \$17,061 | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Only IT class is IT/GIS Coordinator |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | Information Technology Manager | \$7,791 | \$10,752 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$10,752 | \$10,752 | \$0 | \$2,924 | \$157 | \$19 | \$5 | \$14 | \$0 | \$196 | \$14,025 | \$14,025 | 0% | \$0 | 0% | \$0 | \$14,025 | \$14,025 | | |
| Tahoe City Public Utility District | Information Systems and Technology Administrator | \$9,989 | \$12,985 | 0% | \$0 | 0% | \$0 | \$280 | \$280 | \$0 | \$0 | | \$13,245 | \$13,245 | \$167 | \$2,379 | \$122 | \$27 | \$0 | \$31 | \$0 | \$693 | \$16,072 | \$16,805 | 2% | \$280 | 0% | \$0 | \$16,712 | \$16,805 | IT Supervisor | |
| Tahoe-Truckee Sanitation Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Town of Truckee | Chief Information Security and Technology Officer | \$11,145 | \$13,932 | 0% | \$0 | 0% | \$0 | \$167 | \$167 | \$0 | \$0 | | \$14,099 | \$14,099 | \$0 | \$2,420 | \$141 | \$18 | \$8 | \$0 | \$279 | \$202 | \$17,166 | \$17,166 | 0% | \$0 | 0% | \$0 | \$17,166 | \$17,166 | CP Select max is \$15,046 | |
| Truckee Donner Public Utility District | IT Security and Applications Manager | \$13,227 | \$16,079 | 1.89% | \$304 | 1.89% | \$304 | \$0 | \$1,170 | \$48 | \$0 | | \$16,430 | \$17,601 | \$0 | \$3,648 | \$192 | \$100 | \$108 | \$5 | \$0 | \$1,104 | \$21,677 | \$22,748 | 0% | \$0 | 0% | \$0 | \$21,677 | \$22,748 | IT Director is a Dept. Head | |
| Truckee Sanitarv District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|-----------------|--|--|--|--|--|--|--|--|--|--|-----------------|-----------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|-----------------|-----------------|
| Labor Market Mean | | \$13,360 | | | | | | | | | | | \$13,516 | \$13,750 | | | | | | | | | | | | | | | | | | \$17,367 | \$17,561 |
| % Truckee Tahoe Airport District is Above or Below Mean | | -16.43% | | | | | | | | | | | -8.14% | -11.63% | | | | | | | | | | | | | | | | | | -11.62% | -13.87% |
| # of Comparable Matches | | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Rates effective as of 8/2024
 Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.
 Truckee Donner PUD - 1.89% pick up for PEPRA is amount added back to base pay

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | |
|---|--|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|---|--|-------------|
| Truckee Tahoe Airport District | Information Technology Technician | \$6,957 | \$9,566 | 0% | \$0 | 0% | \$0 | \$570 | \$570 | \$0 | \$0 | | \$10,236 | \$10,236 | \$0 | \$2,712 | \$193 | \$30 | \$30 | \$30 | \$0 | \$139 | \$13,373 | \$13,373 | 0% | \$0 | 0% | \$0 | \$13,373 | \$13,373 | Used Aviation and Community Services Associate-Noise Salary | | |
| Aspen Airport (Gardy Fleish) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | No Information Technology classes at the airport. IT staff are part of the County. | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Noise Analyst/IT Assistant requires BA, IT Technician and Media Assistant is not budgeted. | |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monterey Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palaiddes Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | Operational and IT Technician II | \$7,198 | \$9,180 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$918 | 10% max cert day | \$10,098 | \$10,098 | \$292 | \$2,637 | \$135 | \$65 | \$27 | \$109 | \$0 | \$702 | \$14,055 | \$13,763 | 0% | \$0 | 0% | \$0 | \$14,055 | \$13,763 | | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | Help Desk Technician | \$4,302 | \$5,937 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$5,937 | \$5,937 | \$0 | \$2,924 | \$157 | \$19 | \$5 | \$11 | \$0 | \$86 | \$9,137 | \$9,137 | 0% | \$0 | 0% | \$0 | \$9,137 | \$9,137 | | | |
| Tahoe City Public Utility District | Information Systems and Technology Technician II | \$7,265 | \$9,444 | 0% | \$0 | 0% | \$0 | \$189 | \$189 | \$0 | \$0 | | \$9,633 | \$9,633 | \$167 | \$2,379 | \$122 | \$27 | \$0 | \$23 | \$0 | \$722 | \$13,081 | \$12,814 | 2% | \$189 | 0% | \$0 | \$12,892 | \$12,814 | | | |
| Tahoe-Truckee Sanitation Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | BA required |
| Town of Truckee | IT Technician | \$6,696 | \$8,370 | 0% | \$0 | 0% | \$0 | \$251 | \$251 | \$0 | \$0 | | \$8,621 | \$8,621 | \$0 | \$2,212 | \$122 | \$13 | \$8 | \$0 | \$0 | \$121 | \$11,097 | \$11,097 | 0% | \$0 | 0% | \$0 | \$11,097 | \$11,097 | CP limit max is \$9,039 | | |
| Truckee Donner Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Truckee Sanitarv District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | | | | | |
|--|----------------|----------------|----------------|-----------------|-----------------|
| Labor Market Mean | \$8,233 | \$8,572 | \$8,572 | \$13,360 | \$13,360 |
| % Truckee Tahoe Airport District is Above or Below Mean | 13.84% | 16.26% | 16.26% | -16.43% | -16.43% |
| # Of Comparable Matches | 4 | | | | |

Rates effective as of 8/2024
Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (\$) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (\$) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (\$) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (\$) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | |
|---|-------------------------|---------------------|---------------------|---|--|---|--|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|------|---------------------------------|----------------------|--------------------|---|--|---|--|--|--|---|---|
| Truckee Tahoe Airport District | Noise Technician | \$6,957 | \$9,566 | 0% | \$0 | 0% | \$0 | \$570 | \$570 | \$0 | \$0 | | \$10,236 | \$10,236 | \$0 | \$2,712 | \$193 | \$30 | \$30 | \$30 | \$0 | \$120 | \$13,373 | \$13,373 | 0% | \$0 | 0% | \$0 | \$13,373 | \$13,373 | Used Aviation and Community Services Associate-Noise salary | |
| Aspen Airport (Gardy Fresh) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Airport Project Coordinator handles noise but is an analyst level |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Planner, Noise Analyst/IT Assistant requires BA |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monterey Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palaeddes Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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|---|-------------------|-------------|---|----|-------------------------|---|---|-------------|-------------|----|----|---|-------------|-------------|----|----|
| <table border="1"> <tr> <td>Labor Market Mean</td> <td>Insuff Data</td> </tr> <tr> <td>% Truckee Tahoe Airport District is Above or Below Mean</td> <td>--</td> </tr> <tr> <td># of Comparable Matches</td> <td>0</td> </tr> </table> | Labor Market Mean | Insuff Data | % Truckee Tahoe Airport District is Above or Below Mean | -- | # of Comparable Matches | 0 | <table border="1"> <tr> <td>Insuff Data</td> <td>Insuff Data</td> </tr> <tr> <td>--</td> <td>--</td> </tr> </table> | Insuff Data | Insuff Data | -- | -- | <table border="1"> <tr> <td>Insuff Data</td> <td>Insuff Data</td> </tr> <tr> <td>--</td> <td>--</td> </tr> </table> | Insuff Data | Insuff Data | -- | -- |
| Labor Market Mean | Insuff Data | | | | | | | | | | | | | | | |
| % Truckee Tahoe Airport District is Above or Below Mean | -- | | | | | | | | | | | | | | | |
| # of Comparable Matches | 0 | | | | | | | | | | | | | | | |
| Insuff Data | Insuff Data | | | | | | | | | | | | | | | |
| -- | -- | | | | | | | | | | | | | | | |
| Insuff Data | Insuff Data | | | | | | | | | | | | | | | |
| -- | -- | | | | | | | | | | | | | | | |

Rates effective as of 8/2024
Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | |
|---|--|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|----------|---|
| Truckee Tahoe Airport District | Operations and Maintenance Technician II | \$6,149 | \$9,454 | 0% | \$0 | 0% | \$0 | \$592 | \$592 | \$0 | \$0 | | \$9,045 | \$9,045 | \$0 | \$2,712 | \$193 | \$30 | \$38 | \$38 | \$0 | \$123 | \$12,160 | \$12,160 | 0% | \$0 | 0% | \$0 | \$0 | \$12,160 | \$12,160 | |
| Aspen Airport (Sandy Peak) | Airport Facilities Technician | \$4,273 | \$7,478 | 0% | \$0 | 0% | \$0 | \$1,122 | \$1,122 | \$0 | \$0 | | \$8,559 | \$8,559 | \$173 | \$2,271 | \$85 | inc | DNA | DNA | \$0 | \$108 | \$11,238 | \$11,066 | 0% | \$0 | 0% | \$0 | \$0 | \$11,238 | \$11,066 | |
| Big Bear Airport | Maintenance Worker II | \$5,178 | \$7,141 | 7% | \$500 | 0% | \$0 | \$250 | \$250 | \$0 | \$0 | | \$7,891 | \$7,891 | \$2,500 | inc | inc | inc | \$14 | DNA | \$0 | \$104 | \$10,529 | \$7,529 | 0% | \$0 | 0% | \$0 | \$0 | \$10,529 | \$7,529 | |
| Centennial Airport | Operations Specialist | \$4,078 | \$7,781 | 0% | \$0 | 0% | \$0 | \$545 | \$545 | \$0 | \$0 | | \$8,326 | \$8,326 | \$0 | \$1,608 | \$98 | \$19 | \$30 | \$24 | \$0 | \$595 | \$10,700 | \$10,700 | 0% | \$0 | 0% | \$0 | \$0 | \$10,700 | \$10,700 | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Airport Operations/ARFF Specialist also serves as firefighter |
| Monterey Regional Airport District | Maintenance Worker | \$4,444 | \$5,308 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$5,308 | \$5,308 | \$100 | \$3,062 | \$145 | \$11 | \$6 | \$0 | \$0 | \$406 | \$9,038 | \$8,938 | 0% | \$0 | 0% | \$0 | \$0 | \$9,038 | \$8,938 | |
| Palmdale Tahoe (Was Square Valley SH Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | Equipment Operator II | \$6,205 | \$7,915 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$791 | 10% max cert day | \$8,706 | \$8,706 | \$292 | \$2,637 | \$135 | \$55 | \$27 | \$94 | \$0 | \$505 | \$12,551 | \$12,259 | 0% | \$0 | 0% | \$0 | \$0 | \$12,551 | \$12,259 | Class A - D1 |
| Northstar Community Services District | Utilities Service Worker | \$7,118 | \$9,652 | 8% | \$692 | 0% | \$0 | \$0 | \$0 | \$433 | \$865 | 10% max cert day | \$10,642 | \$9,950 | \$0 | \$2,378 | \$123 | \$9 | \$12 | \$0 | \$217 | \$125 | \$13,006 | \$12,814 | 0% | \$0 | 0% | \$0 | \$0 | \$13,006 | \$12,814 | T2, D2, Class B, Collections 1 |
| Northstar SH Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Revo-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | Maintenance Worker II | \$4,302 | \$5,937 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$5,937 | \$5,937 | \$0 | \$2,924 | \$157 | \$19 | \$5 | \$11 | \$0 | \$86 | \$9,137 | \$9,137 | 0% | \$0 | 0% | \$0 | \$0 | \$9,137 | \$9,137 | |
| Tahoe City Public Utility District | Utility Operations Specialist II | \$6,812 | \$9,986 | 0% | \$0 | 0% | \$0 | \$180 | \$180 | \$0 | \$0 | | \$9,166 | \$9,166 | \$167 | \$2,979 | \$122 | \$27 | \$0 | \$21 | \$0 | \$687 | \$12,577 | \$12,411 | 2% | \$180 | 0% | \$0 | \$0 | \$12,596 | \$12,411 | Class A - T1, DC, Collections Grade 2 |
| Tahoe-Truckee Sanitation Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Operates wastewater treatment plant |
| Town of Truckee | Street Maintenance Equipment Operator II | \$5,247 | \$6,559 | 0% | \$0 | 0% | \$0 | \$215 | \$215 | \$0 | \$217 | \$2600+ CDI | \$6,990 | \$6,990 | \$0 | \$2,212 | \$122 | \$13 | \$8 | \$0 | \$0 | \$95 | \$9,440 | \$9,440 | 0% | \$0 | 0% | \$0 | \$0 | \$9,440 | \$9,440 | CP Listed Max is \$7,084 |
| Truckee Donner Public Utility District | Water Services Technician | \$9,230 | \$9,230 | 1.89% | \$174 | 1.89% | \$174 | \$0 | \$672 | \$29 | \$0 | | \$9,434 | \$10,506 | \$0 | \$3,648 | \$182 | \$100 | \$62 | \$3 | \$0 | \$706 | \$14,135 | \$14,807 | 0% | \$0 | 0% | \$0 | \$0 | \$14,135 | \$14,807 | T1, D3, Class A |
| Truckee Sanitarv District | Collection Systems Maintenance Worker II | \$7,116 | \$9,868 | 0% | \$0 | 0% | \$0 | \$0 | \$344 | \$0 | \$0 | | \$8,868 | \$9,212 | \$0 | \$2,379 | \$178 | \$138 | \$43 | \$0 | \$0 | \$678 | \$12,284 | \$12,628 | 0% | \$0 | 0% | \$0 | \$0 | \$12,284 | \$12,628 | Class A, Collections Grade 2 |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|----------------|--|--|--|--|--|--|--|--|--|--|----------------|----------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Labor Market Mean | | \$7,623 | | | | | | | | | | | \$8,170 | \$8,154 | | | | | | | | | | | | | | | | | | | |
| % Truckee Tahoe Airport District is Above or Below Mean | | 9.82% | | | | | | | | | | | 8.68% | 8.86% | | | | | | | | | | | | | | | | | | | |
| # Of Comparable Matches | | 11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Rates effective as of 8/2024
 Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.
 Truckee Donner PUD - 1.89% pick up for PEPRA is amount added back to base pay

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | | | |
|---|--|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|--|--|----------|--------|
| Truckee Tahoe Airport District | Operations and Maintenance Supervisor | \$8,639 | \$12,153 | 0% | \$0 | 0% | \$0 | \$851 | \$851 | \$0 | \$0 | | \$13,054 | \$13,054 | \$0 | \$2,712 | \$193 | \$30 | \$40 | \$34 | \$0 | \$176 | \$16,489 | \$16,489 | 0% | \$0 | 0% | \$0 | \$16,489 | \$16,489 | | | | |
| Aspen Airport (Gardy Plan) | Airport Facilities Supervisor | \$5,363 | \$9,386 | 0% | \$0 | 0% | \$0 | \$1,408 | \$1,408 | \$0 | \$0 | | \$10,794 | \$10,794 | \$173 | \$2,271 | \$85 | inc | DNA | DNA | \$0 | \$136 | \$13,461 | \$13,288 | 0% | \$0 | 0% | \$0 | \$13,461 | \$13,288 | | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Operations Supervisor not budgeted | | |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Operations Manager (2 positions) is also responsible for security related activities and insurance SA. | | |
| Monteary Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palaeddes Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | Utility Operations Superintendent | \$9,813 | \$12,521 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$12,521 | \$12,521 | \$282 | \$2,637 | \$135 | \$65 | \$27 | \$149 | \$0 | \$958 | \$16,773 | \$16,481 | 0% | \$0 | 0% | \$0 | \$16,773 | \$16,481 | Supervisory level, Utility Operations Supervisor not budgeted | | | |
| Northstar Community Services District | Utilities Field Operations Supervisor | \$8,613 | \$10,469 | 8% | \$838 | 0% | \$0 | \$0 | \$0 | \$523 | \$1,047 | 10% max cert pay | \$12,877 | \$12,840 | \$0 | \$2,378 | \$123 | \$9 | \$12 | \$0 | \$217 | \$162 | \$16,768 | \$14,930 | 0% | \$0 | 0% | \$0 | \$16,768 | \$14,930 | Class B, T3, D2, Collectors 2, AWWA Cross Connection Control Specialist or USCC FCCC&R Cross Connection Control Specialist Certification required. | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | Maintenance Field Supervisor | \$5,491 | \$7,578 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$7,578 | \$7,578 | \$0 | \$2,924 | \$157 | \$18 | \$5 | \$14 | \$0 | \$110 | \$10,806 | \$10,806 | 0% | \$0 | 0% | \$0 | \$10,806 | \$10,806 | | | | |
| Tahoe City Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tahoe-Truckee Sanitation Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Team of Truckee | Street Maintenance Supervisor | \$7,384 | \$9,232 | 0% | \$0 | 0% | \$0 | \$268 | \$268 | \$0 | \$217 | \$2000/yr-CDL | \$9,716 | \$9,716 | \$0 | \$2,212 | \$122 | \$13 | \$8 | \$0 | \$0 | \$134 | \$12,205 | \$12,205 | 0% | \$0 | 0% | \$0 | \$12,205 | \$12,205 | CP listed max is \$9,988 | | | |
| Truckee Donner Public Utility District | Water Distribution Foreman | \$11,220 | \$11,220 | 1.89% | \$212 | 1.89% | \$212 | \$0 | \$817 | \$29 | \$0 | | \$11,461 | \$12,279 | \$0 | \$3,648 | \$182 | \$100 | \$75 | \$3 | \$0 | \$858 | \$16,329 | \$17,145 | 0% | \$0 | 0% | \$0 | \$16,329 | \$17,145 | Class A, T2, D4 | | | |
| Truckee Sanitary District | Collections Systems Maintenance Supervisor | \$9,685 | \$12,070 | 0% | \$0 | 0% | \$0 | \$0 | \$408 | \$0 | \$0 | | \$12,070 | \$12,478 | \$0 | \$2,379 | \$178 | \$138 | \$43 | \$0 | \$0 | \$923 | \$16,731 | \$16,139 | 0% | \$0 | 0% | \$0 | \$16,731 | \$16,139 | Class A, Collectors Grade III | | | |
| Labor Market Mean | | \$10,354 | | | | | | | | | | | \$11,003 | \$11,058 | | | | | | | | | | | | | | | | | | \$14,439 | \$14,428 | |
| % Truckee Tahoe Airport District is Above or Below Mean | | 14.80% | | | | | | | | | | | 15.39% | 14.96% | | | | | | | | | | | | | | | | | | | 16.81% | 16.88% |
| # Of Comparable Matches | | 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Data effective as of 8/2024
 Truckee Tahoe Airport District listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.
 Truckee Donner PUD - 1.89% pick up for PEPRA is amount added back to base pay

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | |
|--|--|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|-------------------------|---|
| Truckee Tahoe Airport District | Public Relations Coordinator | \$7,692 | \$10,922 | 0% | \$0 | 0% | \$0 | \$737 | \$737 | \$0 | \$0 | | \$11,239 | \$11,269 | \$0 | \$2,712 | \$193 | \$30 | \$35 | \$34 | \$0 | \$193 | \$14,415 | \$14,415 | 0% | \$0 | 0% | \$0 | \$14,415 | \$14,415 | | |
| Aspen Airport (Sandy Flats) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Manager level |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monterey Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Social Media Specialist is very narrow and specific |
| Pala Verde Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | Public Information Officer | \$7,973 | \$10,170 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$10,170 | \$10,170 | \$292 | \$2,637 | \$135 | \$65 | \$27 | \$121 | \$0 | \$778 | \$14,214 | \$13,923 | 0% | \$0 | 0% | \$0 | \$14,214 | \$13,923 | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | Marketing Engagement Lead | \$5,491 | \$7,678 | 0% | \$0 | 0% | \$0 | \$0 | \$0 | \$0 | \$0 | | \$7,678 | \$7,678 | \$0 | \$2,924 | \$157 | \$19 | \$5 | \$14 | \$0 | \$110 | \$10,806 | \$10,806 | 0% | \$0 | 0% | \$0 | \$10,806 | \$10,806 | | |
| Tahoe City Public Utility District | Management Analyst-Public Information and Community Engagement | \$8,105 | \$10,937 | 0% | \$0 | 0% | \$0 | \$211 | \$211 | \$0 | \$0 | | \$10,746 | \$10,146 | \$167 | \$2,379 | \$122 | \$27 | \$0 | \$25 | \$0 | \$696 | \$14,262 | \$14,115 | 2% | \$211 | 0% | \$0 | \$14,071 | \$14,115 | | |
| Tahoe-Truckee Sanitation Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Town of Truckee | Communications Program Manager | \$7,184 | \$9,980 | 0% | \$0 | 0% | \$0 | \$167 | \$167 | \$0 | \$0 | | \$9,147 | \$9,147 | \$0 | \$2,420 | \$141 | \$18 | \$8 | \$0 | \$180 | \$130 | \$12,043 | \$12,043 | 0% | \$0 | 0% | \$0 | \$12,043 | \$12,043 | CP limit max is \$9,699 | |
| Truckee Donner Public Utility District | Communications Specialist | \$8,120 | \$9,870 | 1.89% | \$187 | 1.89% | \$187 | \$0 | \$719 | \$30 | \$0 | | \$10,096 | \$10,805 | \$0 | \$3,648 | \$192 | \$100 | \$66 | \$3 | \$0 | \$755 | \$14,841 | \$15,559 | 0% | \$0 | 0% | \$0 | \$14,841 | \$15,559 | | |
| Truckee Sanitarv District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|----------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Labor Market Mean | | \$9,427 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| % Truckee Tahoe Airport District is Above or Below Mean | | 10.41% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| # Of Comparable Matches | | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Rates effective as of 8/2024
 Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.
 Truckee Donner PUD - 1.89% pick up for PEPRA is amount added back to base pay

| Agency | Classification | Minimum Base Salary | Maximum Base Salary | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Deferred Compensation (CLASSIC) | Deferred Compensation (PEPRA) | Longevity pay at 10 Years | Certification / Education Pay | Certification / Education Pay Notes | Total Cash (CLASSIC) | Total Cash (PEPRA) | Cafeteria Plan | Health (Most Expensive Plan) | Dental | Vision | Life Insurance | LTD Insurance | RHSA | Social Security and/or Medicare | Total Comp (CLASSIC) | Total Comp (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (CLASSIC) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Employee's Portion of Retirement Paid by the Employer (%) (PEPRA) | Total Compensation minus ER portion of retirement paid by EE (CLASSIC) | Total Compensation minus ER portion of retirement paid by EE (PEPRA) | Comments | |
|---|-------------------------|---------------------|---------------------|---|---|---|---|---------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------------|----------------------|--------------------|----------------|------------------------------|--------|--------|----------------|---------------|-------|---------------------------------|----------------------|--------------------|---|---|---|---|--|--|--------------------------|--------------------------------|
| Truckee Tahoe Airport District | Senior Accountant | \$8,418 | \$11,574 | 0% | \$0 | 0% | \$0 | \$910 | \$910 | \$0 | \$0 | | \$12,384 | \$12,384 | \$0 | \$2,712 | \$193 | \$30 | \$38 | \$34 | \$0 | \$168 | \$15,559 | \$15,559 | 0% | \$0 | 0% | \$0 | \$15,559 | \$15,559 | | |
| Aspen Airport (Gardy Fresh) | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Big Bear Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Centennial Airport | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Senior Accountant not budgeted |
| Friedman Memorial Airport-Sun Valley | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Monteary Regional Airport District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Palaeddes Tahoe (Was Square Valley Ski Corporation) | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Tahoe Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Community Services District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Participating Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tahoe City Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tahoe-Truckee Sanitation Agency | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Town of Truckee | Senior Accountant | \$7,544 | \$9,430 | 0% | \$0 | 0% | \$0 | \$167 | \$167 | \$0 | \$0 | | \$9,597 | \$9,597 | \$0 | \$2,420 | \$141 | \$18 | \$8 | \$0 | \$189 | \$137 | \$12,509 | \$12,509 | 0% | \$0 | 0% | \$0 | \$12,509 | \$12,509 | CP limit max is \$10,183 | |
| Truckee Donner Public Utility District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Truckee Sanitarv District | Senior Accountant | \$8,685 | \$12,070 | 0% | \$0 | 0% | \$0 | \$0 | \$408 | \$0 | \$0 | | \$12,070 | \$12,478 | \$0 | \$2,379 | \$178 | \$138 | \$43 | \$0 | \$0 | \$923 | \$15,731 | \$16,139 | 0% | \$0 | 0% | \$0 | \$15,731 | \$16,139 | | |

| | | | | | | | | | |
|---|--|-------------|--|-------------|--|-------------|--|-------------|--|
| Labor Market Mean | | Insuff Data | | Insuff Data | | Insuff Data | | Insuff Data | |
| % Truckee Tahoe Airport District is Above or Below Mean | | -- | | -- | | -- | | -- | |
| # of Comparable Matches | | 2 | | | | | | | |

Rates effective as of 8/2024
Truckee Tahoe Airport: Amount listed under health is an average amount the employer contributes towards those with family level plans. Rates vary by various criteria so an average was used.

**Appendix C - Table 1
COLA/Salary Range Increase Information**

| Agency | Date of Next COLA/Salary Range Increase | Amount of Next COLA/Salary Range Increase |
|---------------------------------------|--|---|
| Truckee-Tahoe Airport District | 6/2025 | TBD-based on CPI |
| Aspen Airport | None Scheduled | NA |
| Big Bear Airport | 7/2025 | TBD |
| Centennial Airport | 1/2025 | TBD |
| Friedman Memorial Airport-Sun Valley | 10/2024 | Amount varies- have \$81,800 Budgeted |
| Monterey Peninsula Airport District | 7/2025 | 3% |
| North Tahoe Public Utility District | 7/2025 | 2% - 4% |
| Northstar Community Services District | Unrepresented None Scheduled Represented 7/2025 (Monthly salaries for each position covered by this MOU shall be increased by 2.5%, effective the first full pay period following the Board of Directors' approval of the Notice of Completion for the Wood Energy Facility (WEF) construction contract, that includes the construction of the WEF building. Monthly salaries for each position covered by this MOU shall be increased by an additional two and one-half percent (2.5%), effective the first full pay period following the one-year anniversary of the effective date of the WEF salary increase | Unrepresented NA Represented 1.5% - 4.5% |
| Northstar Ski Resort | | Declined to participate |
| Palisades Tahoe | | Declined to participate |
| Reno-Tahoe Airport Authority | | Declined to participate |
| Tahoe City Public Utility District | 12/2024 | 1.5% - 4.5% |
| Participating Agency | 1/2025 | 4% |
| Tahoe-Truckee Sanitation Agency | None Scheduled | NA |

**Appendix C - Table 1
COLA/Salary Range Increase Information**

| Agency | Date of Next COLA/Salary Range Increase | Amount of Next COLA/Salary Range Increase |
|--|--|--|
| Town of Truckee | 7/2025 | 4% - 5% |
| Truckee Donner Public Utility District | None Scheduled | NA |
| Truckee Sanitary District | 7/2025 | TBD- reviewed annually |

**Appendix C - Table 2
Retirement Practices**

| Survey Agency | Retirement Plan | Retirement Benefit (for Defined Benefit Plans) (Classic) | Retirement Benefit (for Defined Benefit Plans) (PEPRA) | Retirement Formula (Classic) | Retirement Formula (PEPRA) | Employer's PERS Rate (24/25) (Classic) | Employer's PERS Rate (24/25) (PEPRA) |
|--|---|--|--|------------------------------|----------------------------|--|--------------------------------------|
| <i>Truckee-Tahoe Airport District</i> | <i>PERS</i> | <i>2% @ 60</i> | <i>2% @ 62</i> | <i>H3Y</i> | <i>H3Y</i> | <i>10.15%</i> | <i>7.87%</i> |
| Aspen Airport | Not PERS (ER contributes 13% to 401a and will match up to 2% to 401a for a total of 15%) | | | | | | |
| Big Bear Airport | PERS | 2% @ 55 | 2% @ 62 | SHY | H3Y | 14.99% | 8.63% |
| Centennial Airport | Not PERS (ER contributes max of 7% towards 401k for all staff) | | | | | | |
| Friedman Memorial Airport-Sun Valley | Not PERS (ER contributes 11.91% towards deferred comp) | | | | | | |
| Monterey Peninsula Airport District | PERS | 2% @ 55 | 2% @ 62 | SHY | H3Y | 12.52% | 7.87% |
| North Tahoe Public Utility District | PERS | 2% @ 55 | 2% @ 62 | H3Y | H3Y | 11.88% | 7.87% |
| Northstar Community Services District | PERS | 2.7% @ 55 | 2% @ 62 | SHY | H3Y | 17.42% | 7.87% |
| Northstar Ski Resort | Declined to participate | | | | | | |
| Palisades Tahoe | Declined to participate | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | |
| Tahoe City Public Utility District | PERS | 2.7% @ 55 | 2% @ 62 | SHY | H3Y | 16.02% | 7.87% |
| Participating Agency | Not PERS ER contributes for the GM only. | | | | | | |
| Tahoe-Truckee Sanitation Agency | PERS | 2.7% @ 55 | 2% @ 62 | H3Y | H3Y | 15.92% | 8.07% |
| Town of Truckee | PERS | 2.5% @ 55 | 2% @ 62 | H3Y | H3Y | 14.27% | 8.18% |
| Truckee Donner Public Utility District | PERS | 2.7% @ 55 | 2% @ 62 | H3Y | H3Y | 15.24% | 7.87% |
| Truckee Sanitary District | PERS | 2.7% @ 55 | 2% @ 62 | H3Y | H3Y | 15.24% | 7.87% |

**Appendix C - Table 3
Vehicle Allowance**

| Agency | Vehicle Allowance |
|---------------------------------------|--|
| <i>Truckee-Tahoe Airport District</i> | <p align="center"><i>Per the GM's employment agreement, he receives a District vehicle to take home.</i></p> <p align="center"><i>Our current Director of Operations and Maintenance recently opted to no longer take a District vehicle and is taking an allowance. The new Director of Operations and Maintenance has opted to take a District vehicle allowance.</i></p> <p align="center"><i>The General Manager, Director of Operations & Maintenance and the Director of Aviation are the only positions that have the option to have a vehicle allowance. It is \$500/Month (\$6,000/year).</i></p> |
| Aspen Airport | Aviation Director receives a vehicle. |
| Big Bear Airport | General Manager receives vehicle. |
| Centennial Airport | <p align="center">No monthly auto allowance.</p> <p align="center">Company vehicle is provided for the CEO and some on-call Directors like the Assistant Airport Director and Director of Maintenance.</p> |
| Friedman Memorial Airport-Sun Valley | None |
| Monterey Peninsula Airport District | Executive Director-\$750/month |
| North Tahoe Public Utility District | <p align="center">\$500/month: Public Information Officer, Chief Financial Officer, Recreation/Parks/Facilities Manager, Engineering & Operations Manager, Engineering Manager, 2-Engineers (Senior & Project/Construction)</p> <p align="center">\$700/month: GM/CEO</p> <p align="center">District Vehicle: Utilities Operations Manager</p> |
| Northstar Community Services District | <p align="center">General Manager- \$700/month</p> <p align="center">Assistant General Manager-\$700/month</p> <p align="center">Utility Operations Manager- \$571/month</p> |
| Northstar Ski Resort | Declined to participate |
| Palisades Tahoe | Declined to participate |
| Reno-Tahoe Airport Authority | Declined to participate |
| Tahoe City Public Utility District | <p align="center">Management</p> <p align="center">In order to reimburse Department Head Management Employees for expenses related to the business use of Employee's 4WD, 4-passenger automobile, and automobiles rented by Employee, and as part of Employee's compensation, the District shall pay to the Assistant General Manager, the Chief Financial Officer, the Director of Utilities, and the Director of Parks and Recreation the sum of six hundred dollars (\$600.00) per month.</p> <p align="center">Classified/Supv/Prof</p> <p align="center">Whenever it is necessary for an employee to use a motor vehicle in the performance of assigned duties, he/she shall have</p> |

**Appendix C - Table 3
Vehicle Allowance**

| Agency | Vehicle Allowance |
|--|--|
| | such vehicle furnished to him/her or he/she shall be compensated equal to the standard mileage rate allowed in the Internal Revenue Code for the first 15,000 miles of business use of a personal vehicle. |
| Participating Agency | General Manager- \$500/month |
| Tahoe-Truckee Sanitation Agency | General Manager-provided |
| Town of Truckee | General and Mid Management None Director of Admin-\$300/month Town Manager- \$905/month |
| Truckee Donner Public Utility District | General Manager- \$850/ month Vehicle provided to some managers |
| Truckee Sanitary District | Amount varies for Mngt-on call; on call staff can take home vehicle |

**Appendix C - Table 4
Uniform Allowance**

| Agency | Uniform Allowance |
|--|---|
| <p>Truckee-Tahoe Airport District</p> | <p><i>The District will provide employees an annual employee clothing allowance based on the annual Budget as approved by the Board of Directors. The General Manager will submit an annual allocation to the Board each budget cycle to be made available to the employee January of each year. If approved by the Board in a given budget year, each employee will be reimbursed up to the amount approved. Employees must submit actual receipts for clothing purchased. District employees should not use District Credit Cards to pay for clothing allowance. Allowance is to be used by specific District employees. Family members are not eligible for reimbursement. Funds must be expended in the budget year approved and do not roll or carry forward to the next year.</i></p> <p><i>While funding levels may vary by year as approved by the Board in the annual Budget, employees will generally receive the following:</i></p> <p><i>Operations and Maintenance Employees providing ramp services and/or working in the shop receive \$250.00. These funds are intended to be applied to non TTAD provided uniforms that receive significant wear and tear due to shop and ramp service operations such as aircraft fueling, pavement and hangar maintenance, vehicle repair, landscaping, etc. The District has partnered with a service that provides full logoed uniforms for the O&M team. The District also provides work shirts, vests, jackets, gloves, etc.</i></p> <p><i>Administration and Finance Employees and Aviation and Community Service Employees receive \$250.00 to offset clothing that may be required to attend community meetings, work outside in the elements, or other duties required as part of their job functions.</i></p> <p><i>Any clothing provided or purchased under this program is eligible for District logo branding at the District's expense. Sunglasses are an approved expense. Dry cleaning services directly related to clothing used for work purposes are an approved expense.</i></p> <p><i>The District provides two logo shirts to all employees. An additional two shirts and an outerwear jacket will be provided to Operation & Maintenance employees. Proper care of these uniforms is required.</i></p> <p><i>On an annual basis, the District will provide a uniform reimbursement to comply with the District's dress policy. The amount of the uniform reimbursement is based on the employee's job description.</i></p> <p><i>All uniforms, accessories or name tags issued by our District must be returned in good condition upon leaving our District.</i></p> |
| <p>Aspen Airport</p> | <p>Various departments may require employees to wear uniforms and/or safety equipment while on the job. In addition, departments may require uniforms for their employees due to frequent public contact in the field or office and the need to be readily identified and recognized as County employees. Uniform clothing must be specifically required as a condition of employment with appropriate Pitkin County logo and not worn or adaptable to general usage outside of the workplace. It is up to the Section Leader/Department Head to determine if a uniform or safety equipment is needed and if so, will be budgeted on an annual basis by each department and subject to annual management review. Items that may qualify as uniforms:</p> <ul style="list-style-type: none"> Shirts (long-sleeve or short-sleeve) of a standard color or style bearing appropriate Pitkin County name and/or logo Pants of a standard color or style Jackets of standard make bearing appropriate Pitkin County name and/or logo for positions that frequently exposed to outside conditions <p>Items that may qualify as safety equipment include: Gloves Hard hats Safety Vests Eye protection (excluding sunglasses) In</p> |

**Appendix C - Table 4
Uniform Allowance**

| Agency | Uniform Allowance |
|--------------------------------------|--|
| | <p>addition, departments may have item caches for employees that intermittently are in the field and require safety equipment. All uniforms and safety equipment are the property of the County and must be returned upon separation from employment or prior to being issued new items.</p> |
| Big Bear Airport | <p>The cost of protective clothing, uniforms, shoes, etc., that employees are required to wear shall be borne by the District, and in some cases, will be purchased and distributed directly to employees. The District has the option of authorizing reimbursements to qualifying employees upon proof of purchase.</p> |
| Centennial Airport | <p align="center">None</p> |
| Friedman Memorial Airport-Sun Valley | <p>No formal uniform allowance, we do provided shirts, jackets, sweatshirts, etc. We budget about \$500 per year per person for Operations</p> |
| Monterey Peninsula Airport District | <p>Based on the nature of the job, certain employees are required to wear uniforms as a condition of employment. The Airport provides complete or partial uniforms to all employees who are required to wear a uniform at no cost to the employee</p> |
| North Tahoe Public Utility District | <p align="center">General Unit</p> <p>All Bargaining Unit employees who have successfully completed the probationary period are eligible for the uniform and clothing allowance. The employee will purchase their clothing through the District or the District will reimburse the employee, upon proof of purchase by receipt, up to the annual uniform allowance amount stated in subsection A and B, for the purchase of uniforms, approved work clothing for field staff, and logo-wear clothing. The type, style and color of the uniforms worn shall be at the discretion of the respective Department Manager. Uniforms shall be kept in a clean condition and good state of repair at the employee's own expense. The District logo is expressly owned by the District.</p> <p>One set of foul weather gear supplied by the District in subsection C is for use by any field staff requiring such gear. Foul weather gear shall be used exclusively during the performance of District work. Worn gear must be turned in to the District in order to obtain a replacement. Foul weather gear shall be returned to the District upon discontinuance of employment, including the end of seasonal employment.</p> <p>Should any uniform or clothing item become unserviceable prior to the annual allowance date the employee will be responsible for replacing the items as necessary. If any item becomes unserviceable due to extreme work conditions, and at no fault of the employee, the District may replace the item upon written request to the Manager or a designated representative stating justification for any unserviceable item.</p> <p>Employees should not wear NTPUD logo-wear off-duty except for incidental errands on the way to and/or from work or to attend NTPUD-sanctioned events and social occasions. Employees should act in a professional manner at all times while wearing logo-wear.</p> <p>All logo-wear purchased by employee and reimbursed by the NTPUD shall be returned to the NTPUD at separation or at such time the clothing has reached the end of its useful life. Under no circumstances should logo-wear be discarded, donated to third parties or delivered to thrift shops.</p> <p>The allowance for uniform and clothing shall not exceed \$420.00 per year effective July 2022 and shall be adjusted each following July by the same CPI rate as employee wages for subsections A and B.</p> <p>The annual uniform / work clothing allowance at 100% of \$420.00 for the employees in the following job classifications:</p> <p align="center">Assistant Engineer Associate Engineer Engineering Technician I/II</p> |

**Appendix C - Table 4
Uniform Allowance**

| Agency | Uniform Allowance |
|--------|---|
| | <p align="center"> Fleet Assistant Fleet Coordinator / Equipment Mechanic GIS & SCADA System Engineer Lead Maintenance Technician Lead Parks & Facilities Maintenance Worker Lead Water Quality Control Technician Maintenance Technician I/II Maintenance Technician III Operational and Information Technology Technician I/II Parks & Facilities Maintenance Worker I/II Park & Facilities Supervisor Public Works Construction Inspector Purchasing Technician Recreation & Community Event Supervisor Utility Operations Coordinator Utility Operations Crew Chief Utility Operations CCTV & Hydro-Flush Crew Chief Utility Operations Equipment Operator I/II Utility Operations Maintenance Worker I/II Water Quality Control Technician </p> <p align="center"> The uniform / clothing allowance at 75% of subsection A for the employees in the following job classifications: Accounting Technician Administrative Assistant Contracts & Planning Coordinator Customer Service Representative I/II Customer Service Team Lead Event Center Coordinator I/II General Ledger Accountant Park & Facilities Coordinator I/II </p> <p align="center"> Foul Weather Gear for group defined in section A shall consist of: Pants (waterproof / Gortex) One pair of thermal under laying Belt Jacket w/hood (waterproof / Gortex) Gloves (waterproof / Gortex) Boots (composite toe) not to exceed \$600 every two years. </p> <p align="center"> Safety Equipment / PPE for staff shall be provided on an as needed basis, but not more often than annually. Unserviceable items must be presented prior to the issue of new items. All safety equipment will be selected by the District and shall meet the requirements of the California Occupational Safety and Health Administration guidelines. Hard Hat </p> |

**Appendix C - Table 4
Uniform Allowance**

| Agency | Uniform Allowance |
|---------------------------------------|--|
| | <p align="center"> Safety vest Safety glasses Work gloves (leather, rubber and latex, etc.) Nighttime or foul weather pants Nighttime or foul weather jacket Boots (leather, steel toed) annually not to exceed \$350. </p> <p align="center"> Mid Mngt/Mngt All EMPLOYEES are eligible for a Clothing Allowance in conformance with the currently General Unit MOU The annual uniform/ work clothing allowance at 100% for the EMPLOYEES in the following job classifications: </p> <p align="center"> Engineering and Operations Manager Engineering Manager Operational and Information Technology Manager Project Engineer and Construction Manager Public Information Officer Recreation, Parks, and Facilities Manager Recreation and Facilities Superintendent Senior Engineer Utility Operations Manager Utility Operations Superintendent </p> <p align="center"> The uniform/ work clothing allowance at 75% for the EMPLOYEES in the following job classifications: </p> <p align="center"> Administrative Liaison/Board Secretary Chief Financial Officer Controller Customer Account Manager Human Resources Manager North Tahoe Event Center Manager </p> |
| Northstar Community Services District | <p>The cost of such uniforms and/or protective clothing, shoes, etc., that employees are required to wear shall be borne by the District. The District has the option of authorizing reimbursements to qualifying employees upon proof of purchase; or of arranging with retailers to supply all qualifying employees with a specific product that meets the needs and/or safety requirements, and bill the District for the total cost of all products purchased.</p> <p>When an employee for whom said uniforms, clothing, shoes, etc., were purchased or reimbursed is terminated for any reason prior to completing three (3) continuous months of service after said purchase, a portion of the cost of said items shall be retained from his/her final payment. That portion retained shall be a percentage of the total cost of said items equal to one hundred percent (100%) less the ration of the amount of time worked to three (3) continuous months of regular work.</p> <p>The District will replace, as needed, and clean, or supply equipment to clean, at no cost to the employee.</p> |
| Northstar Ski Resort | Declined to participate |

**Appendix C - Table 4
Uniform Allowance**

| Agency | Uniform Allowance |
|------------------------------------|---|
| Palisades Tahoe | Declined to participate |
| Reno-Tahoe Airport Authority | Declined to participate |
| Tahoe City Public Utility District | <p align="center">Classified</p> <p>All Bargaining Unit employees are eligible for the uniform reimbursement. The District will reimburse employee, upon proof of purchase by receipt, up to the annual uniform allowance amount stated below, prorated per covered employee as necessary, for the purchase of uniforms, approved work clothing including jeans, pants, boots, and jackets for field staff, and logo-wear clothing. The type, style and color of the uniforms worn shall be at the discretion of the respective Department Manager. Uniforms shall be kept in a clean condition and good state of repair at the employee's own expense. The District logo is expressly owned by the District.</p> <p>One set of foul weather gear consisting of waterproof pants, coat, hood, one thermal base layer set, and gloves shall be supplied by the District for use by any field staff requiring such gear. Foul weather gear shall be used exclusively during the performance of District work. Worn gear must be turned in to the District in order to obtain a replacement with the exception of thermal base layer, which will be provided once per year. Foul weather gear, with the exception of the thermal base layer, shall be returned to the District upon discontinuance of employment, including the end of seasonal employment.</p> <p>The annual uniform allowance amount for employees within the Utilities and Parks Departments field staff shall be \$655 for the term of this agreement. Construction Inspectors I and II field staff, Engineering Technicians I and II field staff, and Recreation Department staff uniform allowance shall be 75% of the Utilities and Parks Department field staff. Office staff uniform allowance shall be 50% of the Utilities and Parks Departments field staff for TCPUD-logo office apparel only.</p> <p>This program is expanded on a pro-rata value for employees who work in the field and includes management's right to adjust downward for less than 100% field time, with no take away for existing classifications receiving this benefit.</p> <p>Employees should not wear TCPUD logo-wear off-duty except for incidental errands on the way to and/or from work or to attend TCPUD-sanctioned events and social occasions. Employees should act in a professional manner and in accordance with the TCPUD PPM and this Agreement at all times while wearing logo-wear.</p> <p>All logo-wear purchased by employee and reimbursed by the TCPUD shall be returned to the TCPUD at separation or at such time the clothing has reached the end of its useful life. Under no circumstances should logo-wear be discarded, donated to third parties or delivered to thrift shops.</p> <p>Selection of the clothing will be the responsibility of the Employee and shall be appropriate to the professional work environment and their position. Employees who already have sufficient, high quality logo attire may elect to have a portion or all of their uniform allowance reduced and used for reimbursement, based on the cost incurred, for an approved fitness membership.</p> <p align="center">Supervisory/Professional</p> <p>Employees shall annually receive a uniform allowance for District logo attire, outerwear, and footwear for the field that is suitable for field and office/professional responsibilities as approved by the General Manager in the following amounts: a. Human Resources Manager, Information Systems & Technology Administrator, Senior Management Analyst, Accounting Manager, Geographic Information Systems Administrator, and Management Analyst receive \$285.00 each.</p> <p>b. District Engineer, Senior Civil Engineer, Associate Civil Engineer, Construction Project Manager, and Technical Services Manager receive \$515.00 each.</p> <p>c. Utilities Superintendent, Parks and Facilities Superintendent, Parks and Facilities Assistant Superintendent, and Recreation</p> |

**Appendix C - Table 4
Uniform Allowance**

| Agency | Uniform Allowance |
|--|---|
| | <p align="center">Superintendent receive \$655.00 each.</p> <p align="center">Management</p> <p>Employees shall annually receive a uniform allowance for District logo attire, outerwear, and footwear for the field that is suitable for field and office/professional responsibilities as approved by the General Manager in the following amounts: a. Assistant General Manager, Chief Financial Officer, Director of Strategic Affairs, and Executive Assistant receive \$285.00 each. b. Director of Utilities and Director of Parks and Recreation receive \$655.00 each.</p> |
| Participating Agency | Uniforms are provided |
| Tahoe-Truckee Sanitation Agency | Uniforms are provided |
| Town of Truckee | Uniforms are provided |
| Truckee Donner Public Utility District | <p>In lieu of providing boots and specialized clothing, the District will issue an annual check in the amount of \$575 to each employee currently assigned to positions that have traditionally received such items.</p> <p>(1) In the event the District reassigns any employee to perform duties which require boots and/or specialized clothing and that employee has not received the benefit as described in Section 11.1(a), the District will provide all necessary boots and/or specialized clothing.</p> <p>(2) The clothing allowance for any employee designated by the District, as a backup Meter Reader shall be \$575 for the year said employee was designated as such. For each successive year with this designation the backup Meter Reader shall receive \$290. If in any year the backup Meter Reader receives more than 1040 hours of upgrade to Meter Reader the clothing allowance for that year shall be \$575.</p> <p>(3) Effective January 2021 and each January thereafter for the life of this Agreement, the annual check amount for boot and specialized clothing shall increase by two and one-half percent (2.5%) each year.</p> |
| Truckee Sanitary District | <p>The District will report to CalPERS the monetary value for providing the field employee's required uniform items as special compensation, excluding safety items such as safety boots and optional TSD logo wear provided by the District. The uniform allowance amount reported to CalPERS includes the value of annual uniform allowances along with the value of eligible uniform items provided to the employee on an as-needed basis, with a total reportable value not to exceed \$500 per calendar year. Uniform allowances are reportable as special compensation for Classic members; PEPRAs members are not eligible.</p> |

**Appendix C – Table 5
Education/Certification Pay and Education/Tuition Reimbursement**

| Agency | Education/Certification Pay (for degrees/certifications beyond what is required) | Education/Tuition Reimbursement |
|---------------------------------------|---|---|
| <i>Truckee-Tahoe Airport District</i> | <i>None</i> | <i>\$3,000/year</i> |
| Aspen Airport | None | \$5,250/year |
| Big Bear Airport | None | \$2,000/year |
| Centennial Airport | None | Pay books at 100% and tuition and fees on a percentage basis depending on grade received. |
| Friedman Memorial Airport-Sun Valley | None | None, but subject to change in the sole discretion of the Authority |
| Monterey Peninsula Airport District | None | \$5,250/year |
| North Tahoe Public Utility District | <p align="center">General Unit 10% max Varies by classification and certification</p> <p align="center">Management, Mid Management, Confidential None</p> | <p align="center">General Unit</p> <p>For college, community college and other courses for which academic credit is given, and which are approved by the DISTRICT, the cost of tuition, books, and course materials shall be reimbursed to the EMPLOYEE upon presentation of evidence of successful completion of the course, as determined by a passing grade from the institution presenting the course. Employees may take up to a maximum of 40 hours of paid leave per fiscal year, paid at non-overtime rates, to attend these courses. For job related training courses designed to provide the EMPLOYEE with skills to improve efficiency or to provide for education necessary to obtain state mandated certificates, and continuing education units for certifications required for specific job descriptions, the DISTRICT shall provide payment of course fee, transportation, reimbursement for meals and lodging, and shall pay a maximum of eight (8) hours per day for attending such training.</p> <p align="center">Management, Mid Management, Confidential CERTIFICATIONS AND MEMBERSHIPS: The costs to maintain all required or job appropriate certifications and memberships of the EMPLOYEE for their position shall be</p> |

**Appendix C – Table 5
Education/Certification Pay and Education/Tuition Reimbursement**

| Agency | Education/Certification Pay (for degrees/certifications beyond what is required) | Education/Tuition Reimbursement |
|---------------------------------------|---|--|
| | | <p>paid by the DISTRICT. These costs include memberships, dues, fees, travel expenses, test and event registrations, etc.</p> <p align="center">Education and Training</p> <p>EMPLOYEES shall be encouraged to seek educational opportunities and shall be encouraged to attend training programs provided by the DISTRICT as follows:</p> <p>For college, community college, and other courses for which academic credit is given, and which are approved by the RESPONSIBLE AUTHORITY, the cost of tuition, books, and course materials shall be reimbursed to the EMPLOYEE upon presentation of evidence of successful completion of the course, as determined by a passing grade from the institution presenting the course. No other compensation shall be rendered.</p> <p>For job-related training courses designed to provide the EMPLOYEE with skills to improve efficiency, the DISTRICT shall provide payment of course fee, transportation, reimbursement for meals and lodging, and shall pay a maximum of eight (8) hours per day for attending such training.</p> |
| Northstar Community Services District | <p align="center">Unrepresented None</p> <p align="center">Represented 10% max</p> <p align="center">Varies by classification and certification</p> | <p align="center">Unrepresented None</p> <p align="center">Represented No set amount</p> |
| Northstar Ski Resort | Declined to participate | |
| Palisades Tahoe | Declined to participate | |
| Reno-Tahoe Airport Authority | Declined to participate | |
| Tahoe City Public Utility District | None | <p>When practical and beneficial to the District, employees may participate in special educational and training programs. Employees are encouraged to upgrade their capabilities through training and special schooling. The District shall pay all costs incurred for special training</p> |

**Appendix C – Table 5
Education/Certification Pay and Education/Tuition Reimbursement**

| Agency | Education/Certification Pay (for degrees/certifications beyond what is required) | Education/Tuition Reimbursement |
|--|--|---|
| | | <p>or license that is assigned or required by the District. The District shall reimburse most cost effective amounts for books, tuition and lab fees for courses independently arranged by employee subject to prior approval by the Department Manager of the cost and content. Proof of satisfactory course completion is required to obtain the District's financial participation.</p> |
| Participating Agency | None | Up to \$500 per class for a C grade or better or passing a pass/fail class. |
| Tahoe-Truckee Sanitation Agency | None (only 1 x payments, not ongoing) | \$3,000/year |
| Town of Truckee | <p align="center">General \$2600/year- Commercial Driver's License</p> <p align="center">Others None</p> | <p align="center">General \$3,000/year</p> <p align="center">Mid Management \$3,000</p> <p align="center">Director of Admin and Town Manager None</p> |
| Truckee Donner Public Utility District | None | <p align="center">Represented</p> <p>There will be established an employee development program, the goal of which is to assist employees to become highly competent in their current positions and to provide guidance to them in choosing training to become qualified to move into new positions and vacant positions which become available at the District.</p> <p>With respect to positions held by current District employees, the District will provide training to the incumbent employee in order to maintain and improve performance and to integrate preferred technologies and work processes into District operations.</p> <p>(The District may, at its discretion, provide cross training to employees who are located within lateral or lower positions. The purpose of cross training is to provide back-up support for employees so that District functions are continued during periods of employee absence</p> |

**Appendix C – Table 5
Education/Certification Pay and Education/Tuition Reimbursement**

| Agency | Education/Certification Pay (for degrees/certifications beyond what is required) | Education/Tuition Reimbursement |
|---------------------------|---|---|
| | | <p>or during peak periods of need. The District shall prepare for each position a description of the training that would enhance the skills and ability of an employee desiring appointment to that position at a future time. Employees are encouraged to successfully complete training at their own time and expense in order to be better prepared for positions they may be interested in applying for in the future.</p> <p>It is recognized that on-the-job training and temporary upgrades are integral and unavoidable aspects of performing routine District functions and result in an employee having knowledge beyond his or her job classification. This knowledge and experience is valuable to the District and may be considered in Section 16.3(b)2. The guidelines for District reimbursed expenses are as listed in the table below. All expenses are to be pre-approved by the District – varies by being job required, not required, job progression and non job progression and conferences.</p> <p align="center">Unrepresented 50% of tuition, fees and books.</p> |
| Truckee Sanitary District | None (only 1 x payments, not ongoing) | No set amount. We don't have an identified limit at this time. We provide up to 20 hours of paid educational time off per calendar year and employees have to apply for assistance prior to class start and pass the class to get reimbursed. Must be work/job related. |

**Appendix C – Table 6
Retiree Health Benefits**

| Agency | Retiree Health Savings Account | Retiree | Retiree + 1 | Retiree + 2 | Vesting |
|---------------------------------------|--|--|--|--|---|
| <i>Truckee-Tahoe Airport District</i> | <i>\$0</i> | <i>\$0</i> | <i>\$0</i> | <i>\$0</i> | <i>NA</i> |
| Aspen Airport | \$0 | \$0 | \$0 | \$0 | NA |
| Big Bear Airport | \$0 | \$1,216 | \$2,432 | \$3,162 | 5 years |
| Centennial Airport | \$0 | \$0 | \$0 | \$0 | NA |
| Friedman Memorial Airport-Sun Valley | \$0 | \$0 | \$0 | \$0 | NA |
| Monterey Peninsula Airport District | \$0 | PEMHCA Minimum | No Additional Contribution | No Additional Contribution | 5 years with agency; 10 years with PERS |
| North Tahoe Public Utility District | \$0 | \$0 | \$0 | \$0 | NA |
| Northstar Community Services District | \$100/ppp | PEMHCA Minimum | No Additional Contribution | No Additional Contribution | 5 years with agency; 10 years with PERS |
| Northstar Ski Resort | Declined to participate | | | | |
| Palisades Tahoe | Declined to participate | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | |
| Tahoe City Public Utility District | \$0 | PEMHCA Minimum | No Additional Contribution | No Additional Contribution | 5 years with agency; 10 years with PERS |
| Participating Agency | \$0 | \$0 | \$0 | \$0 | NA |
| Tahoe-Truckee Sanitation Agency | \$0 | 10 years = 50%; + 5% for each additional year of service to max of 100% of active rate with 20 years | 10 years = 50%; + 5% for each additional year of service to max of 100% of active rate with 20 years | 10 years = 50%; + 5% for each additional year of service to max of 100% of active rate with 20 years | 10 years |
| Town of Truckee | Mid Mngt 2% Dept Heads 1% Town Manager 1% | PERS Unequal Method (\$94.20/month-currently) | No Additional Contribution | No Additional Contribution | 5 years |

**Appendix C – Table 6
Retiree Health Benefits**

| Agency | Retiree Health Savings Account | Retiree | Retiree + 1 | Retiree + 2 | Vesting |
|--|---------------------------------------|--|--|--|----------------|
| | General \$0 | | | | |
| Truckee Donner Public Utility District | \$0 | 10 years = 50%; + 5% for each additional year to max of 100% (\$600/m max) | 10 years = 50%; + 5% for each additional year to max of 100% (\$600/m max) | 10 years = 50%; + 5% for each additional year to max of 100% (\$1000/m max) | 10 years |
| Truckee Sanitary District | \$0 | 10 years = 50%; + 5% for each additional year of service to max of 100% of active rate with 20 years | 10 years = 50%; + 5% for each additional year of service to max of 100% of active rate with 20 years | 10 years = 50%; + 5% for each additional year of service to max of 100% of active rate with 20 years | 10 years |

**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 District¹ | 160 | 200 | 216 | 240 | 240 | 360 | 12 | Unlimited | 12 + 0 = 12 | 80 hours-Exempt Managers |
| Aspen Airport ² | 200 | 264 | 297 | 297 | 297 | 754 | Included in vacation | NA | 13 + 0 = 13 | 0 |
| Big Bear Airport | 80 | 120 | 160 | 160 | 160 | 480 | 12 | Unlimited | 10 + 2 = 12 2 floating requires 12 years of service | 0 |
| Centennial Airport | 96 | 96 | 120 | 144 | 144 | 224 | 12 | 480 hours | 11 + 2 = 13 | 0 |
| Friedman Memorial Airport-Sun Valley | 80 | 100 | 120 | 150 | 170 | 240 | 12 | 480 hours | 11 + 0 = 11 | 0 |
| Monterey Peninsula Airport District | 80 | 120 | 160 | 160 | 160 | 240 | 1 year = 80 hours 5 years = 120 hours 10 years = 160 hours | Unlimited | 12 + 0 = 12 | 0 |
| North Tahoe Public Utility District | 88 | 128 | 160 | 176 | 200 | 3x | 12 | 960 hours | 12 + 0 = 12 | 40 hours |
| Northstar Community Services District | 96 | 120 | 160 | 200 | 200 | 2x | 12 | 960 hours | 12 + 0 = 12 | 0 |

¹ Directors receive 160 – 240 hours at the discretion of the GM

² Paid Time Off

**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 | | | | | |
| Northstar Ski Resort | Declined to participate | | | | | | | | | |
| Palisades Tahoe | Declined to participate | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | |
| Tahoe City Public Utility District | 120 | 176 | 216 | 224 | 232 | 380 | 0-5 years = 8 days 6+ years = 6 days | Unlimited | 12 + 1 = 13 | 40 hours |
| Participating Agency ³ | 152 | 152 | 232 | 232 | 232 | 280 | 10 | 240 hours | Included under vacation | 0 |
| Tahoe-Truckee Sanitation Agency | 240 | 240 | 240 | 240 | 240 | 240 or 1.5x to max of 360- whichever is greater | 12 | 1,500 hours | 11 + 2 = 13 | 0 |
| Town of Truckee | Varies by contract | | | | | 240 | 12 | 1,000 hours | 13 + 1 = 14 | 80 hours |
| Truckee Donner Public Utility District | 80 | 120 | 160 | 168 | 176 | 360 | 12 | Unlimited | 10 + 1 = 11 | 80 hours |
| Truckee Sanitary District | 200 | 240 | 240 | 240 | 240 | 300 | 12 | Unlimited | 11 + 0 = 11 | 0 |

³ Includes vacation and holidays

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

| 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 | | | | | |
| <i>Truckee-Tahoe Airport District</i> | <i>Hrly: 80</i> | <i>Hrly: 120</i> | <i>Hrly: 136</i> | <i>Hrly: 160</i> | <i>Hrly: 160</i> | <i>Hrly: 280</i> | 12 | <i>Unlimited</i> | 12 + 0 = 12 | 0 |
| | <i>Supv: 120</i> | <i>Supv: 160</i> | <i>Supv: 200</i> | <i>Supv: 216</i> | <i>Supv: 240</i> | <i>Supv: 360</i> | | | | |
| Aspen Airport ⁴ | 200 | 264 | 297 | 297 | 297 | 754 | Included in vacation | NA | 13 + 0 = 13 | 0 |
| Big Bear Airport | 80 | 120 | 160 | 160 | 160 | 480 | 12 | Unlimited | 10 + 2 = 12 2 floating requires 12 years of service | 0 |
| Centennial Airport | 96 | 96 | 120 | 144 | 144 | 224 | 12 | 480 hours | 11 + 2 = 13 | 0 |
| Friedman Memorial Airport-Sun Valley | 80 | 100 | 120 | 150 | 170 | 240 | 12 | 480 hours | 11 + 0 = 11 | 0 |
| Monterey Peninsula Airport District | 80 | 120 | 160 | 160 | 160 | 240 | 1 year = 80 hours 5 years = 120 hours 10 years = 160 hours | Unlimited | 12 + 0 = 12 | 0 |
| North Tahoe Public Utility District | 80 | 120 | 160 | 176 | 200 | 2x | 12 | 960 hours | 12 + 0 = 12 | 0 |

⁴ Paid Time Off

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

| 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 | | | | | |
| Northstar Community Services District | 96 | 120 | 160 | 200 | 200 | 2x | 12 | 960 hours | 12 + 0 = 12 | 0 |
| Northstar Ski Resort | Declined to participate | | | | | | | | | |
| Palisades Tahoe | Declined to participate | | | | | | | | | |
| Reno-Tahoe Airport Authority | Declined to participate | | | | | | | | | |
| Tahoe City Public Utility District | 120 | 176 | 216 | 224 | 232 | Classified 320 Supervisory 360 | 0-5 years = 8 days 6+ years = 6 days | Unlimited | 12 + 1 = 13 | Classified 0 Supervisory 40 hours |
| Participating Agency ⁵ | 152 | 152 | 232 | 232 | 232 | 280 | 10 | 240 hours | Included under vacation | 0 |
| Tahoe-Truckee Sanitation Agency | 96 | 96 | 120 | 160 | 184 | 240 or 1.5x to max of 360- whichever is greater | 12 | 1,500 hours | 11 + 2 = 13 | 0 |
| Town of Truckee | 80 | 120 | 120 | 160 | 160 | 240 | 12 | 1,000 hours | 13 + 1 = 14 | 0 |
| Truckee Donner Public Utility District | 80 | 120 | 160 | 168 | 176 | 360 | 12 | Unlimited | 10 + 1 = 11 | 0 |
| Truckee Sanitary District | 104 | 128 | 168 | 168 | 168 | 300 | 12 | Unlimited | 11 + 0 = 11 | 0 |

⁵ Includes vacation and holidays

**Appendix C – Table 9
Cash Out of Leave during Active Employment**

| Agency | Vacation Leave Cash during Active Employment | Sick Leave Cash during Active Employment | Management/Administrative Leave Cash during Active Employment |
|---------------------------------------|--|---|---|
| <i>Truckee-Tahoe Airport District</i> | <i>None</i> | <i>None</i> | <i>None</i> |
| Aspen Airport | Employees may request a PTO cash out up to eighty (80) hours per calendar year. A minimum balance of 40 hours must remain in the PTO account after the payout. | NA | NA |
| Big Bear Airport | Payment is not to exceed 80 hours in any 12-month period. Payment is limited to the amount of vacation in excess of 160 hours. | None | NA |
| Centennial Airport | None | None | NA |
| Friedman Memorial Airport-Sun Valley | None | None | NA |
| Monterey Peninsula Airport District | Employees who have reached the maximum accrual limit are permitted to cash-out up to two weeks of vacation hours in one week increments within a fiscal year. All other cash-out request may be granted at the discretion of the Executive Director. | None | NA |
| North Tahoe Public Utility District | In November of each year, by a calendar date near November 15 as determined by the District, EMPLOYEES may make an irrevocable election to sell-back up to 80 hours of vacation leave accrued the succeeding calendar year. The EMPLOYEE must have a minimum balance of 40 hours of vacation leave available after the vacation leave sell back occurs. The EMPLOYEE must have accrued and maintained the number of hours of vacation leave elected for sell-back (i.e. if an EMPLOYEE has elected to sell back 40 | In November of each year, by a calendar date near November 15 as determined by the District, EMPLOYEES may make an irrevocable election to sell-back up to 80 hours of sick leave accrued the succeeding calendar year at a rate of 50%. The EMPLOYEE must have a minimum balance of 80 hours of sick leave available after the sick leave sell back occurs. The EMPLOYEE must have accrued and maintained the number of hours of sick leave elected for sell-back (i.e. if an employee has elected to sell | None |

**Appendix C – Table 9
Cash Out of Leave during Active Employment**

| Agency | Vacation Leave Cash during Active Employment | Sick Leave Cash during Active Employment | Management/Administrative Leave Cash during Active Employment |
|---------------------------------------|--|--|---|
| | hours, but at the applicable time only has a balance of 40 hours, no sell back is available). | back 40 hours, but at the applicable time only has a balance of 80 hours, no sell back is available). | |
| Northstar Community Services District | An employee may choose to sell back up to forty (40) hours of vacation per calendar year provided: a minimum of forty (40) hours of vacation and/or CTO have been used in the prior twelve months, and the sum of sick and vacation accruals remaining after the sell back is not less than ninety-six (96) hours. | Excess hours are converted and deposited into post employment health plan. | NA |
| Northstar Ski Resort | Declined to participate | | |
| Palisades Tahoe | Declined to participate | | |
| Reno-Tahoe Airport Authority | Declined to participate | | |
| Tahoe City Public Utility District | None (Only under extraordinary circumstances) | For the term of this contract, Sick Leave may be bought down at 70% of current pay rate for the direct payment of purchasing previous CalPERS military service credit and CalPERS 457 Plan deposits, with the minimum cap on Sick Leave balance to be left on the books as following: 3 years from age 55 retirement - 300 hours 2 years from age 55 retirement - 200 hours 1 year from age 55 retirement - 100 hours Upon age 55 retirement-0 hours | None |
| Participating Agency | None | None | NA |
| Tahoe-Truckee Sanitation Agency | Hours in excess of max are paid out each year | None | NA |
| Town of Truckee | If a department head, mid manager, or general employee reaches the 240 hour accrual limit, a maximum of 40 hours per fiscal year may be contributed to their | Annually - Employees with a sick leave hours balance in excess of 240 may cash out a portion of the annual accrual. Employees may cash out the difference | None |

**Appendix C – Table 9
Cash Out of Leave during Active Employment**

| Agency | Vacation Leave Cash during Active Employment | Sick Leave Cash during Active Employment | Management/Administrative Leave Cash during Active Employment |
|--|--|--|---|
| | deferred compensation account while they are at the maximum accrual. | of the hours earned during the year (96) less hours used during the year. Twenty-Five percent (25%) of those hours will be cashed out and paid at the employee's then hourly rate. This program will be administered on a December 1 to November 30 fiscal period and the payment made on a paycheck in December. Employees must make an irrevocable choice before the start of the tax year regarding whether they will be cashing out leave in the coming year. Employees who have successfully completed their initial probationary period are eligible. The employee may either cash out the eligible hours or retain the hours as part of their balance. For mid-manager and general employees, if the amount is placed into a deferred comp account, the Town will match that amount with an additional matching deferred comp contribution. Cash out would occur during the first payroll in December of each year. | |
| Truckee Donner Public Utility District | <p align="center">Represented</p> <p>The District, at the employee's option, will compensate employees for accumulated unused vacation leave hours up to the number of vacation hours actually taken during the calendar year. Vacation leave will be paid at the employee's current rate of pay.</p> <p align="center">Unrepresented</p> <p>The District at the employees option will compensate regular management and</p> | <p align="center">Represented</p> <p>On December 1 of each year, full-time regular employees may request to cash out or convert to compensatory time off up to eight hours of their accrued paid sick time, if any. The cash-out will be effective the first payroll after the new year.</p> <p align="center">Unrepresented</p> <p>Over 600 hours at a rate of 50% of base pay</p> | <p align="center">Represented NA</p> <p align="center">Unrepresented None</p> |

**Appendix C – Table 9
Cash Out of Leave during Active Employment**

| Agency | Vacation Leave Cash during Active Employment | Sick Leave Cash during Active Employment | Management/Administrative Leave Cash during Active Employment |
|---------------------------|--|--|---|
| | <p>technical employees for accumulated unused vacation leave hours in excess of the minimum balance of 80 hours and equal to twice the number of vacation hour actually taken during the calendar year. Additionally, regular management and technical employees may submit in writing, at the discretion of the General Manager, a request for lump sum compensation for accrued vacation in excess of the minimum balance of 80 hours.</p> | | |
| Truckee Sanitary District | <p>Staff-none Contract employees -varies by contract</p> | None | NA |

**Appendix C - Table 10
Health/Fitness Benefits/Reimbursements**

| Agency | Health/Fitness Reimbursement |
|---------------------------------------|---|
| <i>Truckee-Tahoe Airport District</i> | <i>\$800/year Fitness Allowance</i> |
| Aspen Airport | <p>The current Fitness/Well-being Benefit is provided as an opportunity to purchase personal fitness and/or wellness activities and equipment. The annual amount is determined in the annual budget cycle and is based upon a calendar year. This is a taxable benefit included in an employee’s W-2 but not taxed at the time received. Employees who are regularly scheduled to work thirty (30) or more hours per week are eligible to receive the full allotment and those who regularly work twenty to twenty-nine (20 29) hours per week are eligible to receive half the allotment. Eligible new employees will receive a pro-rated amount for the time worked in the current calendar year. Seasonal, temporary employees and interns are not eligible for the Fitness/Wellness Benefit. The Fitness/Wellness Benefit is provided as an opportunity to purchase personal fitness and/or wellness activities.</p> <p>The County supports staff participating in health and well-being activities and programs for two (2) hours of paid work time a month. The objective of providing this time is to increase staff productivity, work/life integration and retention, and decrease healthcare costs, and absenteeism. Employees are encouraged to participate in activities that support a well workplace and their own health and well-being including events offered through the health and well-being program, preventative wellness visits, mental & emotional health visits, tobacco cessation counseling, exercise and fitness events and classes, and credible community classes, workshops and trainings. Pitkin County full-time employees (30+ hours) may use up to 2 hours of paid work time a month. Part-time employees (20-29) may use up to 1 hour of paid work time a month. This benefit is provided to exempt and nonexempt employees. Use of this time requires the employee’s supervisor approval before use. This time should be scheduled with your manager and will be reflected on your timesheet as hours worked in Munis. Managers/supervisors can decide how to best keep track in their departments.</p> <p align="center">\$1500/year</p> |
| Big Bear Airport | None |
| Centennial Airport | <p align="center">No allowance. We do offer a fitness room available to all at any time.</p> |
| Friedman Memorial Airport-Sun Valley | <p align="center">No allowance. There is a gym for employees to use if they wish.</p> |
| Monterey Peninsula Airport District | Executive Director receives \$83.34/month for Gym Membership |
| North Tahoe Public Utility District | None |
| Northstar Community Services District | None |

**Appendix C - Table 10
Health/Fitness Benefits/Reimbursements**

| Agency | Health/Fitness Reimbursement |
|--|---|
| Northstar Ski Resort | Declined to participate |
| Palisades Tahoe | Declined to participate |
| Reno-Tahoe Airport Authority | Declined to participate |
| Tahoe City Public Utility District | Employees who already have sufficient, high quality logo attire may elect to have a portion or all of their uniform allowance reduced and used for reimbursement, based on the cost incurred, for an approved fitness membership. |
| Participating Agency | Access to Recreation Center |
| Tahoe-Truckee Sanitation Agency | None |
| Town of Truckee | None |
| Truckee Donner Public Utility District | \$500/year wellness |
| Truckee Sanitary District | \$500/year- safety/wellness benefit (From HRA) |

**Appendix C - Table 11
Shift Differentials**

| Agency | Shift Differentials |
|--|--|
| Truckee-Tahoe Airport District | <i>\$1.51/hour-closing \$3.02/hour-weekend closing \$1.51/hour-weekend day</i> |
| Aspen Airport | None |
| Big Bear Airport | None |
| Centennial Airport | None. But we are looking at the benefits of adding such a pay policy. |
| Friedman Memorial Airport-Sun Valley | None |
| Monterey Peninsula Airport District | None |
| North Tahoe Public Utility District | <p align="center">The MANAGER may require an employee to work assigned shifts with hours other than the employee's regular shift. The Employee shall receive a rate of pay equal to their daily rate plus 2.5% additional premium payment for the scheduled hours that are not the EMPLOYEE'S regular shift. The premium shall not apply to any extra hours worked for which overtime is paid.</p> <p align="center">If a regular work shift is changed to a time requiring work past 11:00 P.M., the shift shall be paid at a 2.5% premium. The premium shall not apply to any extra hours worked for which overtime is paid.</p> |
| Northstar Community Services District | Snow- 6% Night shift- 5% |
| Northstar Ski Resort | Declined to participate |
| Palisades Tahoe | Declined to participate |
| Reno-Tahoe Airport Authority | Declined to participate |
| Tahoe City Public Utility District | A differential pay increase of 10% will be applied for any employee working a required scheduled 8-hour shift (and/or 9-hour shift if a 9/80 Alternative Work Schedule is in effect) that starts on or prior to 4 AM. |
| Participating Agency | None |
| Tahoe-Truckee Sanitation Agency | 6%-Night shift |
| Town of Truckee | 5%-Night Shift |
| Truckee Donner Public Utility District | All work done after normal shift is paid at 2x. |
| Truckee Sanitary District | None |

| Classification | TTAD Current Maximum | % Above or Below Market for Total Compensation (PEPRA) | Recommended Minimum | Recommended Maximum | % Increase in Maximum | Rationale |
|--|----------------------|--|---------------------|---------------------|-----------------------|--|
| General Manager | \$22,365 | 1.29% | \$15,214 | \$22,365 | 0.00% | Set to market; within 5% of market |
| Deputy General Manger | New | --- | \$14,615 | \$18,999 | --- | Market |
| Director of Airport Operations and Maintenance | \$16,497 | 7.37% | \$12,690 | \$16,497 | 0.00% | Same as Director of Finance and Administration |
| Director of Finance and Administration | \$16,497 | -0.36% | \$12,690 | \$16,497 | 0.00% | Set to market; within 5% of market |
| Director of Aviation and Community Services | \$16,497 | Insuff Data | \$12,690 | \$16,497 | 0.00% | Same as Director of Finance and Administration |
| Deputy Director of Operations and Maintenance | New | --- | \$10,108 | \$13,899 | --- | 15% above Facility Maintenance Manager |
| Operations and Maintenance Supervisor | \$12,153 | 10.88% | \$8,839 | \$12,153 | 0.00% | Set to market; over market |
| Human Resources Manager/District Clerk | \$11,574 | -4.46% | \$8,417 | \$11,574 | 0.00% | Set to market; within 5% of market |
| Airport Safety and Security Manager | \$11,574 | 12.75% | \$8,790 | \$12,086 | 4.42% | Same as Facility Maintenance Manager |
| Facility Maintenance Manager | \$11,574 | -3.58% | \$8,790 | \$12,086 | 4.42% | Set to market; within 5% of market |
| Information Technology Manager | \$11,574 | -12.87% | \$9,756 | \$13,415 | 15.91% | Set to market |
| Outreach Coordinator | \$10,522 | 14.88% | \$7,652 | \$10,522 | 0.00% | Set to market; over market |
| Public Relations Coordinator | \$10,522 | 7.81% | \$7,652 | \$10,522 | 0.00% | Set to market; over market |
| Property Coordinator | \$10,522 | Insuff Data | \$7,652 | \$10,522 | 0.00% | Same as Public Relations Coordinator |
| Noise Annoyance - IT Technician | \$9,566 | -15.43% | \$6,957 | \$9,566 | 0.00% | Set to market; over market |
| Operations and Maintenance Specialist | \$9,299 | --- | \$6,763 | \$9,299 | 0.00% | 10% above Operations and Maintenance Technician II |
| Operations and Maintenance Technician II | \$8,454 | 8.99% | \$6,148 | \$8,454 | 0.00% | Set to market; over market |
| Operations and Maintenance Technician I | \$7,685 | --- | \$5,589 | \$7,685 | 0.00% | 10% below Operations and Maintenance Technician I |
| Senior Accountant | \$11,574 | Insuff Data | \$8,417 | \$11,574 | 0.00% | 15% above Accountant II |
| Accountant II | \$10,062 | 14.88% | \$7,318 | \$10,062 | 0.00% | Set to market; over market |
| Accountant I | \$9,147 | --- | \$6,653 | \$9,147 | 0.00% | 10% below Accountant II |
| Accounting Technician | \$7,763 | 6.62% | \$5,646 | \$7,763 | 0.00% | Set to market; over market |