

TRUCKEE TAHOE AIRPORT DISTRICT
BOARD OF DIRECTORS AGENDA ITEM SUMMARY

Topic	General Manager Salary Increase Matrix		
Purpose	Information:	Guidance:	Decision: X
Recommendation	Adopt the attached Salary Increase Matrix for the General Manager.		
Last Action	The Board approved a new Pay Schedule at its April 28, 2011 Board Meeting.		
Discussion	<p>The General Manager contract calls for a Performance Evaluation and possible salary increase at the close of each fiscal year. Board discussions in the Fall of 2009 envisioned the creation of a General Manager Salary Increase Matrix to provide guidance on the appropriate increase given the GM's performance rating and where his current salary falls within an appropriate salary range.</p> <p>The attached matrix assigns a range of increases that could occur for each performance rating at the low, middle or high levels of the GM salary range. This salary range is based on mean midpoint salary data gathered in 2010 and adjusted upward to account for market movement over the last 14 months. Percentages were assigned to each cell based on the average salary increase an executive in the private sector is receiving for their respective position in the salary range and their performance rating. In the private sector, salary increases are a function merit alone.</p> <p>As the General Manager's current salary is \$134,000, he falls within the middle level of the salary range.</p>		
Fiscal Impact	Annual fiscal impact could range from \$0 to \$8672 (\$7370 salary; \$1302 benefits).		
Communication Strategy	Directors Eagan and Van Berkem will fully discuss the matrix with the General Manager prior to the Board meeting.		
Attachments	Proposed Salary Increase Matrix		