

TRUCKEE TAHOE AIRPORT DISTRICT
BOARD OF DIRECTORS AGENDA ITEM SUMMARY

Topic: Proposed Pay Schedule Adoption

Purpose	Information:	Guidance:	Decision: X
Recommendation	Approve new Employee Pay Schedule		
Last Action	The Board of Directors and General Manager have discussed the Archer Study and proposed new pay schedule in various closed sessions, the latest in February 2011. Discussion centered on employee comments and the merits of a market-based pay methodology with open ranges.		
Discussion	Overall, the study and new pay schedule has been well received by staff. As a result of our December Staff meeting and February Board meeting one minor change was made to the maximum range of Grade 12. Additionally, the title of "Director of Aviation/Communication and Community Relations" has been changed to "Director of Aviation and Business Services" to more accurately reflect his duties. After additional review by staff and final review for market competitiveness with Chip King of the Archer Company, staff is recommending the attached new pay schedule for adoption by the Board of Directors.		
Fiscal Impact	Any fiscal impacts associated with this action will be reviewed on a year to year basis as part of our payroll expense budgeting.		
Communication Strategy	Senior Staff met with all airport staff on December 1, 2010 to discuss the complete Archer Study and to provide an opportunity to receive input and comment on the Study and new pay schedule proposal. The attached pay schedule has incorporated staff comments as received by the General Manager and reviewed by the Archer Company.		
Attachments	<ol style="list-style-type: none">1. Proposed new Pay Schedule2. Current Pay schedule		